DOCUMENT RESUME

ED 371 800 JC 940 402

AUTHOR Donsky, Aaron P.; And Others
TITLE Occupational Needs Assessment Survey.
INSTITUTION Seminole Community Coll., Sanford, Fla.; Seminole County Public Schools, Sanford, FL.
PUB DATE Jun 94
NOTE 81p.
PUB TYPE Reports - Research/Technical (143) -- Tests/Evaluation Instruments (160) -- Statistical Data (110)

EDRS PRICE MF01/PC04 Plus Postage.
DESCRIPTORS Community Colleges; Community Surveys; *Education Work Relationship; *Employer Attitudes; Employment Opportunities; *Job Skills; *Labor Needs; Minimum Competencies; *Needs Assessment; *Occupational Surveys; Professional Training; Questionnaires; Retraining; Two Year Colleges; Vocational Education
IDENTIFIERS *Florida

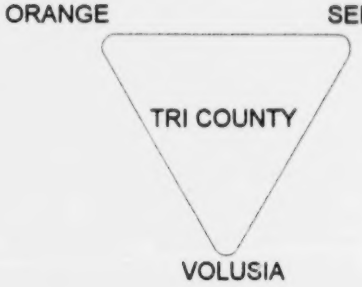
ABSTRACT

To gather data on the future educational needs for successful employment in Seminole County, Florida, a cooperative study was conducted by Seminole Community College and the Seminole County Public Schools. A sample was developed of 450 employers selected by types of businesses employing technology education graduates in Seminole, Orange, and Volusia counties. A list of questions for future telephone interviews were mailed to the chief executive officers of 285 firms, with interviews conducted with 63% of the sample. Study findings included the following: (1) the most desired non-technical job requirement was work ethic/appearance (48%); (2) with respect to retraining, 78% of respondents expressed a preference for training by in-house staff; (3) for firms indicating a preference for training by outside organizations, 27% indicated a preference for a series of non-credit college level seminars, 23% mentioned vocational programs linked to a public education institution, and 21% indicated a program linked to credit courses; (4) only 18% of respondents had employees hoping to pursue an associate degree; (5) the most commonly cited programs to fulfill training needs were technical education (16%), business/clerical/secretarial (14%), and computer training (12%); (6) with respect to anticipated hires, the dominant occupational needs were blue collar service, clerical/office/computer, and sales; and (7) 80% of health care firms indicated they would be employing more cross-trained personnel. Appendixes include the classifications of employers, the survey instrument, a phone contact summary, and results. (MAB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 371 800

OCCUPATIONAL NEEDS ASSESSMENT SURVEY



"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

A. P. Donsky

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

X This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

CONDUCTED FOR

SEMINOLE COMMUNITY COLLEGE
SEMINOLE COUNTY PUBLIC SCHOOLS

BY

Aaron P. Donsky,
Dean of Institutional and Research

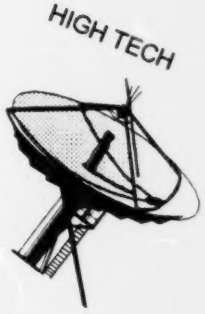
Samuel C. Cox,
Director of Information Services

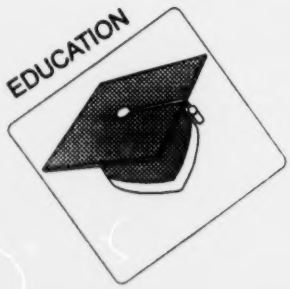
IAR Staff

WITH THE SUPPORT OF

S. Mark Feiner,
Marketel Incorporated

June, 1994





JC 940 402

EXECUTIVE SUMMARY

In order to understand the future educational needs for the successful employment of Seminole County students, a scientifically selected sample of 285 employers in Seminole, Orange, and Volusia counties were interviewed. These counties represent the traditional source of employment for many residents of Seminole.

The Study was a cooperative effort between Seminole Community College and the Seminole County Public Schools. In addition, it involved the services of a telemarketing firm which provided an efficient, professional interviewing resource resulting in an outstanding response rate of 63%.

National level studies point to the fact that, while there will be a growth in high tech and professional occupations, the vast majority of new jobs in the future will be in lower paying occupations in such areas as retail sales, cashiering, and office/clerical. This type of job growth is a reflection of the restructuring of the U.S. economy from manufacturing to service.

As the restructuring is occurring, the labor force itself is undergoing major demographic changes. It is becoming older and more Hispanic in composition. Many national studies are particularly concerned with growth of workstyle problems. Increasingly, new workers lack basic educational skills and traditional work values.

The results of this study testify to the fact that the Central Florida economy, as represented by the sample of employers interviewed in Seminole, Orange, and Volusia Counties, very closely follows national trends in the areas of work force needs and occupational growth.

Specifically, the study found that future occupational needs would be in the area of blue collar service, clerical/office/computer and sales. In general, the respondents interviewed found that one of the most pressing work force problems was work ethic/appearance and lack of basic educational skills, i.e. the workstyle problem.

INTRODUCTION

The National Job Market

A radical restructuring of the U.S. occurred during the 1980's. According to Hecker (1992) the U.S. Department of Labor has seen the major economic trend as the replacement of high paid manufacturing jobs with lower wage service jobs. This movement has had particular impact on male high school graduates.

Waldrop (1994) has indicated that by the year 2005, the occupations that will experience the largest absolute gains in employment will be the lower level jobs of retail sales people, cashiers, general office clerks, and truck drivers. These jobs will be in retail trade, government, finance, insurance, and real estate.

Waldrop (1994) further indicates that the fastest growing occupations (which still will not produce large numbers of new job openings by 2005) are in health care, reflecting an aging U.S. population, and include home health aides, physical therapists, and medical assistants. Other high growth occupations yielding relatively small numbers of new jobs are paralegals, special-education teachers, private detectives, correction officers, child-care workers, and travel agents. Chart A below summarizes the Waldrop data.

Chart A

Industrial-Strength Services

Virtually all U.S. employment growth will be concentrated in service industries.

(Civilian employment in 2005 and change in employment 1992-2005, in thousands; and annual percent change, 1992-2005, by industrial division for the moderate-growth scenario)

	2005	1992-2005 change	Annual percent change
TOTAL	147,483	26,390	1.5
NONFARM WAGE AND SALARY	132,960	25,072	1.6
GOODS-PRODUCING	23,717	575	0.2
Mining	562	-69	-0.9
Construction	5,632	1,161	1.8
Manufacturing	17,523	-517	-0.2
Durable	9,673	-564	-0.4
Nondurable	7,850	46	0.0
SERVICE-PRODUCING	109,243	24,497	2.0
Transportation, communications, & utilities	6,497	788	1.0
Wholesale trade	7,191	1,146	1.3
Retail trade	23,777	4,431	1.6
Finance, insurance, and real estate	7,969	1,398	1.5
Services*	41,788	13,365	3.0
Government	22,021	3,368	1.3
AGRICULTURE	3,325	30	0.1
PRIVATE HOUSEHOLD	802	-314	-2.5
NONAGRICULTURAL SELF-EMPLOYED AND UNPAID FAMILY WORKERS	10,396	1,602	1.3

* *Including business, health, education, social engineering and management, other.*

Source: Bureau of Labor Statistics, Monthly Labor Review, November 1993
Additional Source: American Demographics, August 1994

(pg. 19)

Jack Metzgar (1994) of the Midwest Center for Labor Research summarized this changing U.S. occupational structure best when he said recently that, "The middle-range jobs are not there...the way the economy is headed is that some high-wage jobs are increasing, but the proliferation of low-wage jobs is increasing even more quickly" (p.25).

The National Labor Force

As the job market undergoes a radical restructuring, major demographic changes are occurring to the labor force itself. Kleiman (1994) indicates that by 2005, the work force will be older and more Hispanic. Specifically, Hispanics and Asians will increase faster than the population of Blacks and Non-Hispanic Whites. Additionally, the number of workers, ages 45 to 54, will increase three times faster than the labor force as a whole.

Crispell (1990) notes that as the U.S. approaches the new century, the labor force will grow more slowly, dropping from annual growths of 2% to growths in the range of 1.2%. This is a reflection of a higher college-going rate for high school graduates and a slower population growth. The effect of this trend will be a shrinking pool of those available for vocational/on-the job training and an increase in the number of applicants looking for white collar employment.

Workstyle

While the structure of the job market and the character of the work force will be important factors affecting the nature of work in the next century, an equally important variable is the work attitude, appearance, and general educational preparation of workers. These considerations can be summarized in something called workstyle. Boyd (1992) is one of many authors now describing a growth in workstyle problems in the U.S. work force. He describes a drop in the general skill level of workers. This drop includes a decline in reading, writing, and reasoning abilities. Matching the lowering in skill levels is a loss of traditional work values. The new worker is simply more poorly educated, less concerned with his/her work appearance and more interested in "easy money" than in a commitment to employment and hard work.

BACKGROUND TO THE STUDY

In the light of national occupational issues, it is important for educational institutions in Central Florida, one of the highest population growth areas in the nation, to plan their educational programming to help their graduates to match the local employment needs.

Specifically, in December of 1993, the Dean of Applied Technologies at Seminole Community College, located in a county suburban to Orlando, and the Director of Applied Technology for the county school district approached the Institutional Research Office at the College about conducting a joint occupational needs assessment. The study could be used by both organizations for program planning. Such a project would have the added benefits of shared resources and the establishment of a common data base that could facilitate future program planning between the school district and the college.

The school district and the college agreed to share the costs, while the Institutional Research area would supply the expertise and coordinate the project. Funding from two institutions made it possible to conduct a more extensive study and to out-service some of the data gathering process. With shrinking research budgets and the increasing availability of more sophisticated technological tools, new approaches to traditional research projects are now possible. Cooperative research efforts, as well as the out-servicing of aspects of the work, are growing trends in the field. The present study has the added feature of utilizing these techniques. Their impact as well as the results themselves are reported in the study.

METHODOLOGY

Sampling

Over 85% of graduates from vocational/technical programs of the college and the school district are hired by businesses located in Seminole County or the two adjacent counties of Orange and Volusia. Having the available resources it was decided to survey all three counties.

The first step was to have the Dean of Applied Technologies at the college and the Director of Applied Technology Education for the school district identify from placement data the major types of businesses that hired program graduates. Sixty-two Standard Industrial Classifications (SIC's) were identified. Mail listing companies supplied current data for all of the businesses in these SIC's. Having the companies represented in this format allowed for easy data manipulation for both sample construction and mailing. Appendix A lists each of these SIC's.

The sampling procedure used was a weighted, systematic, multistage, cluster sampling process. The procedure involved three stages.

STAGE 1

The total number of businesses in the SIC's of interest were identified for each of the three counties (Seminole, Orange, and Volusia). The number to be selected from each county was based on the proportion that each contributed to the total. It was decided that consistent with similar regional studies of this scope, to construct a 10% sampling. The final sample size was 450.

STAGE 2

Within each county sub-sample, the SIC's were then represented in proportion to their representation in each county.

STAGE 3

Within each SIC in each sub-sample, the proportion of small, medium, and large businesses were constructed to be the same as in each county SIC.

Once the three stage clustering was completed, we had identified the number of small, medium, and large businesses that would be sampled form each SIC in each county. The determination of the actual businesses to be surveyed was accomplished through a systematic sampling of each SIC listing in each county, employing the necessary skip factor to allow us to go through each listing in its entirety, thus minimizing bias.

The final sample composition consisted of 73 businesses in Seminole, 257 in Orange, and 120 in Volusia. Appendix B has the detailed breakout of each company sampled along with the cluster variables.

Survey Technique

With the cooperation of the college and the school district, a survey instrument was constructed by the Institutional Research Office. The type of information needed required largely open ended questions. A copy of the complete survey can be found in Appendix C. In order to maximize the responses to such an open ended format, it was determined that an interview type structure would be necessary.

Time and staff size would normally prohibit a research office from employing an interview methodology with a sample of 450. However, the out servicing of this portion of the research made this approach feasible. A telemarketing firm, Marketel Inc. was employed. Together with Marketel, the Institutional Research Office designed a mail/telephone interview approach. The CEO in each firm was initially mailed a copy of the survey instrument and told that he/she would be contacted by phone within 4 to 5 days of receipt of the letter. Marketel conducted the phone interviews and recorded the results. Of the 450 samples, there were 275 successful interviews. In addition, 10 of the firms mailed in their responses, rather than participate in a phone interview. This resulted in a total response of 285, creating a response rate of over 63%. Had the Institutional Research Office conducted the survey by itself, the approach would have been a mail only survey. A normal mail survey with two mailings tends to have a response rate of around 30% over a three month period. The very successful response rate of over 63% in about one month is a testimony to the value of the phone interview approach and the skills of a professional telemarketing company. Appendix D contains a Marketel Summary of all phone contacts.

Representativeness of Sample

Chart B compares the composition of the firms composing the 62 Standard Industrial Codes (SIC's) within the 3 county area surveyed with the sample of 285 firms interviewed. A return rate of 63% produced what appears to be a fairly representative sample. The sample has slightly less Orange county businesses and slightly more medium sized firms than the original population, but is otherwise strikingly similar.

Sampling Error

The results represented in this study are subject to sampling error. Sampling error is the difference between the results gathered from analysis of the sample and that which would be obtained by analysis of the entire population. Peter Hart Research Associates Inc.(1989) has developed a technique for estimating possible sampling error. Hart maintains that sampling error will vary in relation to sample size and the percentage of respondents giving a particular answer. The table found in Chart C is modified from one used by Hart to establish the range of error at different sample sizes and percentages of response.

Based on the Hart methodology, our overall sample responses would appear to have an acceptable sampling error of around 5%.

CHART B

	Composition of 3 Counties - Population of Firms	Composition of Firm Sample
		Return Rate of 63%
Number of SIC's Codes	62	42
% Orange Cty Firms	55%	49%
% Seminole Cty Firms	19%	19%
% Volusia Cty Firms	26%	32%
% Small Firms	70%	66%
% Medium Firms	22%	26%
% Large Firms	8%	8%

CHART C
SAMPLING ERROR

RECOMMENDED ALLOWANCE FOR SAMPLING ERROR

(At 95 in 100 confidence level)*
----------Sample Size----------

	2000 %	1600 %	1400 %	1200 %	1000 %	800 %	600 %	400 %	300 %	200 %	100 %	50 %
Percentage near 10	<2	2	2	2	2	2	2	3	3	4	6	8
Percentage near 20	<3	3	3	3	3	3	3	4	4	5	8	11
Percentage near 30	<3	3	3	3	3	3	4	4	5	6	9	12
Percentage near 40	<3	3	3	3	3	3	4	5	5	7	9	12
Percentage near 50	<3	3	3	3	3	4	4	5	5	7	10	13
Percentage near 60	<3	3	3	3	3	3	4	5	5	7	9	12
Percentage near 70	<3	3	3	3	3	3	4	4	5	6	9	12
Percentage near 80	<3	3	3	3	3	3	3	4	4	5	8	11
Percentage near 90	<2	2	2	2	2	2	2	3	3	4	6	8

*The chances are 95 in 100 that the actual sampling error is not larger that the figures shown

PRIOR RECENT SURVEY RESEARCH

Two fairly recent public surveys of the occupational impact of education are worth noting at this point. The first was done by the Dover Group (1991) and was a survey of the public perception of the standards that should be used to examine the value of public education (pre K-12). It was conducted in the thirteen school districts of Dutchess County, New York. Among the most important findings were that parents believed that education should help develop work force skills in the areas of work ethics and basic educational skills. In addition, those interviewed stressed the concept of citizenship which included decision making skills, respect for authority, and understanding society.

The other study is specific to the Central Florida region. In January 1993, Orange County in combination with the City of Orlando, Osceola County, Seminole County, and Lake County contracted with the Wadley Donovan Group Inc. to do an economic development study of the Mid-Florida Region. As part of that study employers in two target areas were interviewed: administrative/ support office and high tech/manufacturing. As this is one of the more current studies available, it's worth summarizing the findings regarding employee needs.

In the area of administrative/support office, Wadley Donovan (1993) interviewed firms in banking, insurance, and publishing. Many of them had sizable administrative and headquarter functions. The vast majority of those interviewed cited highly developed social skills as qualities that they were seeking in future employees. These social skills included being able to work in a team environment, possessing strong communication abilities, possessing good grammar, and having good job interview skills.

The other frequent observation made by employers in the administrative/support office area was that clerical skills were becoming more demanding, requiring multi task job responsibilities.

In the high tech/manufacturing area, the employers identified future labor needs only within specialized engineering skills i.e. environmental, metallurgical, software Lan programming, NR machine operation, and laboratory technology.

With reference to Seminole County particularly the Wadley Donovan indicated that

> *Health care services is a rapidly growing sector, and provides ideal opportunities for Seminole. In particular: third-party health care services cover a wide range of administrative functions(legal, billing, utilization review,etc.) that are suited to Seminole's wide range of resident labor supply skills. (p.11)*

Both the survey of citizens and the study of Central Florida employers point to the workstyle problem within the American work force alluded to earlier in the paper. The young person entering the job market often lacks basic educational skills, makes a poor appearance, and is usually more concerned with "easy money" than in a work commitment.

RESULTS

Appendixes E, F, and G contain the detailed responses to the survey questions. The following highlights refer to the total sample of 285 firms. The trends identified for the sample were largely consistent with the results for each county sub sample.

Question 1

In your judgement, what are the most important non-technical jobs needed now by your employees?

The dominant response (48%) was work ethic/appearance.

Question 2

As you retrain your current employees for technological developments, what type of training would be preferable?

78% of the 285 firms indicated that they would prefer their current employees to be trained by in-house staff.

Question 3

If your training preference in Question 2 is by an outside organization, by which method or methods would you see this training occurring?

27% indicated a series of non-credit college level seminars, 23% indicated vocational programs linked to a public educational institution, and 21% indicated a program linked to college credit courses.

Question 4

Does your company presently have employees that would like to pursue an associate degree at a community college? If so, in what field?

Only 18% of the respondents indicated that they have employees that would like to pursue an associate degree. This is consistent with the preference expressed in Question 3 for training in the form of non credit workshops. Among the 18%, training in business was the dominant choice.

Question 5

In your judgment, what vocational/technical training programs should be developed to address your training needs of the future?

16% of the respondents chose technical education (specifics in Appendix F) followed by business/clerical/secretarial at 14% and then computer at 12%.

Question 6

Could you tell me, by job title, the number of new or replacement positions you anticipate hiring over the next year and the necessary educational background for each?

The dominant occupational needs (job titles) were blue collar service followed by clerical/office/computer and then sales. The area with the largest number of future job openings was sales. The educational training needed for most of these jobs would be a general high school diploma.

Question 7

Could you tell me, by job title, the number of new or replacement positions you anticipate hiring over the next 3 years and the necessary educational background for each?

The longer term need (3 year) is largely the same as the short term (1 year) with the only change being that clerical/office/computer will surpass blue collar service and

result in the educational training needs to include vocational training as well as a high school diploma.

Question 8

In your judgment, will health care providers, such as hospitals and doctors, be employing more personnel who have been cross-trained?

80% of the 20 firms in the sample who where in the health field said "yes" to cross training.

Question 9

If your answer was yes to cross-training, in what areas do you anticipate that the cross-training should occur?

Nursing was the predominant response with others detailed in Appendix G.

Question 10

If your answer was yes to cross-training, could you give us the names of any providers who have specific plans to hire persons who have been cross-trained or who plan to cross-train within their organization?

There was no response to this question.

Question 11

Do you have any additional comments that you would like to make?

The two most often mentioned comments were the need for basic education skills (20%) and better work attitude (17%).

APPENDIX A

SIC LISTING

LIST SOURCE* D. F. I. = Directory of Florida Industries
A. B. L. = American Business Lists

SIC CODE BY NUMBER OF EMPLOYEES WITHIN EACH COUNTY
GROUPED BY SOURCE LIST

LIST SOURCE *	SIC #	SIC DESCRIPTION	NOT INDICATED	SMALL (10 OR LESS)	MEDIUM (11–50)	LARGE (51 & MORE)	TOTAL BUSINESSES
	SEMINOLE COUNTY:						
D. F. I.	20	Food & kindred products		1	1	4	6
D. F. I.	22	Textile mill products		5		1	6
D. F. I.	23	Apparel/products made from fabric			2	2	4
D. F. I.	24	Lumber,wood products except furniture	2	4	5		11
D. F. I.	25	Furniture & fixtures		1	6	1	8
D. F. I.	26	Paper & allied products		1			1
D. F. I.	27	Printing, publishing & allied industries		3	12	3	18
D. F. I.	28	Chemicals & allied products		4	3	2	9
D. F. I.	29	Petroleum refining & related industries			1	1	2
D. F. I.	30	Rubber & misc. plastics products	1	2	1	1	5
D. F. I.	31	Leather & leather products				1	1
D. F. I.	32	Stone, clay,glass & concrete products	1	5	4	1	11
D. F. I.	33	Primary metal industries		1		2	3
D. F. I.	34	Fabricated metal products,except m./t.	2	9	7	5	23
D. F. I.	35	Indust./commer. machinery & computer		6	7	8	21
D. F. I.	36	Electronic/electric. equip. & components	1	10	16	11	38
D. F. I.	37	Transportation equipment		4		2	6
D. F. I.	38	Measuring, etc., instruments	3	10	8	5	26
D. F. I.	39	Misc. manufacturing industries		2	1	1	4
D. F. I.	50	Wholesale trade–durable goods			1		1
D. F. I.	73	Business services	1	14	2	5	22
D. F. I.	87	Engineering, acctg.,research, mgmt.	5	12		3	20
D. F. I.	96	Administration of economic programs					0
A. B. L	15	Bldg. const.–gen.contractors/op.bldrs.	4	19	2	1	26
A. B. L	16	Heavy construction–contractors	1	2			3
A. B. L	17	construction–special trade contractors	3	33	5	2	43
A. B. L	40	Railroad Transportation					0
A. B. L	41	Local/suburban passenger transport.	1				1
A. B. L	42	Motor freight transport. & warehousing	5	1			6
A. B. L	43	U.S. Postal Service		1			1
A. B. L	44	Water transportation		1			1
A. B. L	45	Transportation by air		1	1		2
A. B. L	47	Transportation services	6	1			7
A. B. L	48	Communications	1	3			4
A. B. L	49	Electric, gas, & sanitary services		1	1		2
A. B. L	52	Bldg.,hdwr.,garden, mobile home dealer	13		4		17
A. B. L	53	General merchandise stores		2		2	4

LIST SOURCE* D. F. I. = Directory of Florida Industries
A. B. L. = American Business Lists

SIC CODE BY NUMBER OF EMPLOYEES WITHIN EACH COUNTY
GROUPED BY SOURCE LIST

LIST SOURCE *	SIC #	SIC DESCRIPTION	NOT INDICATED	SMALL (10 OR LESS)	MEDIUM (11–50)	LARGE (51 & MORE)	TOTAL BUSINESSES
A. B. L.		54 Food stores	2	13	4	1	20
A. B. L.		55 Auto. dealers/gas service stations	1	23	2		26
A. B. L.		56 Apparel & accessory stores		15	3		18
A. B. L.		57 Home furniture, furnishing, equip. stores	6	28	4		38
A. B. L.		58 Eating & drinking places	4	13	18	3	38
A. B. L.		59 Miscellaneous retail	3	46	12		61
A. B. L.		60 Depository institutions	1	6	1		8
A. B. L.		61 Nondepository credit institutions		10			10
A. B. L.		62 Security/commodity brokers, services		5			5
A. B. L.		63 Insurance carriers		2	2		4
A. B. L.		64 Insurance agents, brokers, & service	1	22	1		24
A. B. L.		65 Real estate	2	40	3	1	46
A. B. L.		67 Holding & other investment offices		1			1
A. B. L.		70 Hotels & other lodging places		3			3
A. B. L.		72 Personal services	1	44	2		47
A. B. L.		73 Business services	1	55	1	1	58
A. B. L.		75 Automotive repair, services, & parking	2	25	1		28
A. B. L.		80 Health services		46	3		49
A. B. L.		81 Legal services		11	1		12
A. B. L.		82 Educational services		2	2	5	9
A. B. L.		83 Social services	1	11	4		16
A. B. L.		91 Exec., legis., & gen. gov. except finance	6				6
A. B. L.		92 Justice, public order, & safety	1				1
A. B. L.		94 Administration of human resource prog.	1				1
A. B. L.		95 Administration of environmental & housing					0
A. B. L.		96 Administration of economic programs					0
A. B. L.		97 National security & international affairs	1				1
		TOTALS	84	580	154	75	893
		ORANGE COUNTY:					
D. F. I.		20 Food & kindred products		2	15	18	35
D. F. I.		22 Textile mill products		2	2		4
D. F. I.		23 Apparel/products made from fabric		2	4	1	7
D. F. I.		24 Lumber,wood products except furniture		12	16	3	31
D. F. I.		25 Furniture & fixtures		8	5	4	17

LIST SOURCE* D. F. I. = Directory of Florida Industries
A. B. L. = American Business Lists

SIC CODE BY NUMBER OF EMPLOYEES WITHIN EACH COUNTY
GROUPED BY SOURCE LIST

LIST SOURCE *	SIC #	SIC DESCRIPTION	NOT INDICATED	SMALL (10 OR LESS)	MEDIUM (11–50)	LARGE (51 & MORE)	TOTAL BUSINESSES
D. F. I.		26 Paper & allied products	1	3	6	4	14
D. F. I.		27 Printing, publishing & allied industries		27	37	11	75
D. F. I.		28 Chemicals & allied products		8	12	4	24
D. F. I.		29 Petroleum refining & related industries			1	2	3
D. F. I.		30 Rubber & misc. plastics products		4	9	6	19
D. F. I.		31 Leather & leather products		1			1
D. F. I.		32 Stone, clay,glass & concrete products		4	19	10	33
D. F. I.		33 Primary metal industries		1	6	1	8
D. F. I.		34 Fabricated metal products,except m./t.		18	32	11	61
D. F. I.		35 Indust./commer. machinery & computer	2	19	29	10	60
D. F. I.		36 Electronic/electric. equip. & components	1	17	25	19	62
D. F. I.		37 Transportation equipment		6	10	8	24
D. F. I.		38 Measuring, etc., instruments	3	21	21	11	56
D. F. I.		39 Misc. manufacturing industries		6	12	1	19
D. F. I.		50 Wholesale trade–durable goods					0
D. F. I.		73 Business services	5	24	14	10	53
D. F. I.		87 Engineering, accg.,research, mgmt.	4	13	13	10	40
D. F. I.		96 Administration of economic programs	1	4			5
A. B. L.		15 Bldg. const.–gen.contractors/op.bldrs.		48	14	1	63
A. B. L.		16 Heavy construction–contractors		9	3		12
A. B. L.		17 construction–special trade contractors		74	29	4	107
A. B. L.		40 Railroad Transportation				1	1
A. B. L.		41 Local/suburban passenger transport.	1	4	2		7
A. B. L.		42 Motor freight transport. & warehousing	1	15	8		24
A. B. L.		43 U.S. Postal Service		2	1		3
A. B. L.		44 Water transportation		4			4
A. B. L.		45 Transportation by air		4	2	1	7
A. B. L.		47 Transportation services		28	2	2	32
A. B. L.		48 Communications		8	4	2	14
A. B. L.		49 Electric, gas, & sanitary services		3	2	1	6
A. B. L.		52 Bldg.,hdwr.,garden, mobile home dealer		33	14	2	49
A. B. L.		53 General merchandise stores		5	1	3	9
A. B. L.		54 Food stores		50	8	6	64
A. B. L.		55 Auto. dealers/gas service stations		65	11	7	83
A. B. L.		56 Apparel & accessory stores		44	10		54
A. B. L.		57 Home furniture, furnishing, equip. stores		64	15	1	80
A. B. L.		58 Eating & drinking places		60	51	16	127
A. B. L.		59 Miscellaneous retail	1	147	23	4	175

LIST SOURCE* D. F. I. = Directory of Florida Industries
A. B. L. = American Business Lists

SIC CODE BY NUMBER OF EMPLOYEES WITHIN EACH COUNTY
GROUPED BY SOURCE LIST

LIST SOURCE *	SIC #	SIC DESCRIPTION	NOT INDICATED	SMALL (10 OR LESS)	MEDIUM (11–50)	LARGE (51 & MORE)	TOTAL BUSINESSES
A. B. L.	60	Depository institutions		14	9		23
A. B. L.	61	Nondepository credit institutions		16	2		18
A. B. L.	62	Security/commodity brokers, services		14	1		15
A. B. L.	63	Insurance carriers		7	2		9
A. B. L.	64	Insurance agents, brokers, & service		51	7	3	61
A. B. L.	65	Real estate		125	20	3	148
A. B. L.	67	Holding & other investment offices		1			1
A. B. L.	70	Hotels & other lodging places	1	9	6	7	23
A. B. L.	72	Personal services	2	108	11		121
A. B. L.	73	Business services		141	25	6	172
A. B. L.	75	Automotive repair, services, & parking		83	7	4	94
A. B. L.	80	Health services	1	126	18	6	151
A. B. L.	81	Legal services		58	5		63
A. B. L.	82	Educational services		13	8	10	31
A. B. L.	83	Social services	1	32	17	3	53
A. B. L.	91	Exec., legis., & gen. gov. except finance	24	3	1		28
A. B. L.	92	Justice, public order, & safety	4				4
A. B. L.	94	Administration of human resource prog.	1				1
A. B. L.	95	Administration of environmental & housing	1	1			2
A. B. L.	96	Administration of economic programs	1				1
A. B. L.	97	National security & international affairs	2	2			4
		TOTALS	58	1673	627	237	2595
		VOLUSIA COUNTY:					
D. F. I.	20	Food & kindred products		2	7	1	10
D. F. I.	22	Textile mill products		1	2	1	4
D. F. I.	23	Apparel/products made from fabric			1		1
D. F. I.	24	Lumber,wood products except furniture		6	9	2	17
D. F. I.	25	Furniture & fixtures		1	2	2	5
D. F. I.	26	Paper & allied products			2		2
D. F. I.	27	Printing, publishing & allied industries		8	10	6	24
D. F. I.	28	Chemicals & allied products	1	2	4	3	10
D. F. I.	29	Petroleum refining & related industries				1	1
D. F. I.	30	Rubber & misc. plastics products	1	2	10	1	14
D. F. I.	31	Leather & leather products					0
D. F. I.	32	Stone, clay,glass & concrete products	1	4	8	2	15

LIST SOURCE* D. F. I. = Directory of Florida Industries
A. B. L. = American Business Lists

SIC CODE BY NUMBER OF EMPLOYEES WITHIN EACH COUNTY
GROUPED BY SOURCE LIST

LIST SOURCE *	SIC #	SIC DESCRIPTION	NOT INDICATED	SMALL (10 OR LESS)	MEDIUM (11–50)	LARGE (51 & MORE)	TOTAL BUSINESSES
D. F. I.		33 Primary metal industries		2			2
D. F. I.		34 Fabricated metal products,except m./t.		10	6	5	21
D. F. I.		35 Indust./commer. machinery & computer		11	7	4	22
D. F. I.		36 Electronic/electric. equip. & components		3	10	8	21
D. F. I.		37 Transportation equipment		5	3	5	13
D. F. I.		38 Measuring, etc., instruments		9	7	2	18
D. F. I.		39 Misc. manufacturing industries		6	4	3	13
D. F. I.		50 Wholesale trade–durable goods					0
D. F. I.		73 Business services		3		2	5
D. F. I.		87 Engineering, acctg.,research, mgmt.		6	1	2	9
D. F. I.		96 Administration of economic programs		1			1
A. B. L.		15 Bldg. const.–gen.contractors/op.bldrs.	1	31	1		33
A. B. L.		16 Heavy construction–contractors	2	2	1	1	6
A. B. L.		17 construction–special trade contractors	4	54	4	1	63
A. B. L.		40 Railroad Transportation					0
A. B. L.		41 Local/suburban passenger transport.		2	1		3
A. B. L.		42 Motor freight transport. & warehousing		10			10
A. B. L.		43 U.S. Postal Service		1	1	1	3
A. B. L.		44 Water transportation		3	1		4
A. B. L.		45 Transportation by air		1	1		2
A. B. L.		47 Transportation services	1	4	1		6
A. B. L.		48 Communications		5	2		7
A. B. L.		49 Electric, gas, & sanitary services		2		1	3
A. B. L.		52 Bldg.,hdwr.,garden, mobile home dealer		19	6	2	27
A. B. L.		53 General merchandise stores	2	2	1	1	6
A. B. L.		54 Food stores	3	30	2		35
A. B. L.		55 Auto. dealers/gas service stations	2	43	4	1	50
A. B. L.		56 Apparel & accessory stores	1	19	5	1	26
A. B. L.		57 Home furniture, furnishing, equip. stores	2	34	2	1	39
A. B. L.		58 Eating & drinking places	2	32	39	1	74
A. B. L.		59 Miscellaneous retail	2	90	8	3	103
A. B. L.		60 Depository institutions	1	7	4		12
A. B. L.		61 Nondepository credit institutions		6			6
A. B. L.		62 Security/commodity brokers, services		4	3		7
A. B. L.		63 Insurance carriers		5	1		6
A. B. L.		64 Insurance agents, brokers, & service	3	15	1		19
A. B. L.		65 Real estate	2	57	14		73
A. B. L.		67 Holding & other investment offices					0

LIST SOURCE* D. F. I. = Directory of Florida Industries
A. B. L. = American Business Lists

SIC CODE BY NUMBER OF EMPLOYEES WITHIN EACH COUNTY
GROUPED BY SOURCE LIST

LIST SOURCE *	SIC #	SIC DESCRIPTION	NOT INDICATED	SMALL (10 OR LESS)	MEDIUM (11–50)	LARGE (51 & MORE)	TOTAL BUSINESSES
A. B. L.		70 Hotels & other lodging places	1	25	9	1	36
A. B. L.		72 Personal services	3	65	4		72
A. B. L.		73 Business services	3	47	7	1	58
A. B. L.		75 Automotive repair, services, & parking	6	34	5	1	46
A. B. L.		80 Health services	1	66	9	3	79
A. B. L.		81 Legal services		20	2		22
A. B. L.		82 Educational services		7	5	3	15
A. B. L.		83 Social services	3	13	9		25
A. B. L.		91 Exec., legis., & gen. gov. except finance	22	1			23
A. B. L.		92 Justice, public order, & safety	3	1		1	5
A. B. L.		94 Administration of human resource prog.	1				1
A. B. L.		95 Administration of environmental & housing		1			1
A. B. L.		96 Administration of economic programs	1				1
A. B. L.		97 National security & international affairs	1				1
		TOTALS	76	840	246	74	1236

APPENDIX B

INITIAL MAILING OF 450 FIRMS

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

ORLANDO METRO AREA, APRIL, 1994 (SEMINOLE, VOLUSIA, & ORANGE COUNTIES)

RESPONDENTS AND NON RESPONDENTS LIST IN ORDER OF SIC CODE

FIRM DESCRIPTION FROM SIC CODE	CNTY	LIST	SIC	SIZE S,M,L	NUM	RESPONDED/ NO RESPONSE
BUILDING CONSTRUCTION - GENERAL CONTRACTORS AND OPERATIVE	SEM	ABL	15	S	0	RESPONDED
BUILDING CONSTRUCTION - GENERAL CONTRACTORS AND OPERATIVE	SEM	ABL	15	S	1-4	NO RESPONSE
BUILDING CONSTRUCTION - GENERAL CONTRACTORS AND OPERATIVE	ORA	API	15	S	1-4	NO RESPONSE
BUILDING CONSTRUCTION - GENERAL CONTRACTORS AND OPERATIVE	ORA	ABI	15	S	1-4	RESPONDED
BUILDING CONSTRUCTION - GENERAL CONTRACTORS AND OPERATIVE	VOL	ABI	15	S	0	RESPONDED
BUILDING CONSTRUCTION - GENERAL CONTRACTORS AND OPERATIVE	ORA	ABI	15	S	1-4	NO RESPONSE
BUILDING CONSTRUCTION - GENERAL CONTRACTORS AND OPERATIVE	VOL	ABI	15	S	1-4	RESPONDED
BUILDING CONSTRUCTION - GENERAL CONTRACTORS AND OPERATIVE	VOL	ABI	15	S	1-4	RESPONDED
BUILDING CONSTRUCTION - GENERAL CONTRACTORS AND OPERATIVE	ORA	ABI	15	S	1-4	NO RESPONSE
BUILDING CONSTRUCTION - GENERAL CONTRACTORS AND OPERATIVE	ORA	ABI	15	S	1-4	NO RESPONSE
BUILDING CONSTRUCTION - GENERAL CONTRACTORS AND OPERATIVE	ORA	ABI	15	M	20-49	RESPONDED
HEAVY CONSTRUCTION OTHER THAN BUILDING CONST - CONTRACTORS	ORA	ABI	16	S	5-9	NO RESPONSE
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	ORA	ABI	17	S	1-4	NO RESPONSE
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	SEM	ABL	17	S	1-4	RESPONDED
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	SEM	ABL	17	S	1-4	RESPONDED
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	SEM	ABL	17	S	5-9	RESPONDED
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	SEM	ABL	17	S	1-4	NO RESPONSE
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	ORA	ABI	17	S	1-4	NO RESPONSE
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	VOL	ABI	17	S	5-9	RESPONDED
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	VOL	ABI	17	S	0	RESPONDED
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	VOL	ABI	17	S	1-4	NO RESPONSE
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	ORA	ABI	17	S	1-4	RESPONDED
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	ORA	ABI	17	S	1-4	NO RESPONSE
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	VOL	ABI	17	S	1-4	NO RESPONSE
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	VOL	ABI	17	S	1-4	NO RESPONSE
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	ORA	ABI	17	S	1-4	RESPONDED
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	ORA	ABI	17	S	5-9	NO RESPONSE
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	VOL	ABI	17	S	1-4	RESPONDED
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	ORA	ABI	17	S	5-9	NO RESPONSE
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	ORA	ABI	17	M	20-49	RESPONDED
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	ORA	ABI	17	M	10-19	NO RESPONSE
CONSTRUCTION - SPECIAL TRADE CONTRACTORS	ORA	ABI	17	M	10-19	RESPONDED
FOOD AND KINDRED PRODUCTS	ORA	DFI	20	M	30	NO RESPONSE
FOOD AND KINDRED PRODUCTS	ORA	DFI	20	M	12	RESPONDED
FOOD AND KINDRED PRODUCTS	VOL	DFI	20	M	43	RESPONDED
FOOD AND KINDRED PRODUCTS	ORA	DFI	20	L	600	RESPONDED
FOOD AND KINDRED PRODUCTS	ORA	DFI	20	L	150	NO RESPONSE

BEST COPY AVAILABLE

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

ORLANDO METRO AREA, APRIL, 1994 (SEMINOLE, VOLUSIA, & ORANGE COUNTIES)

RESPONDENTS AND NONRESPONDENTS LIST IN ORDER OF SIC CODE

FIRM DESCRIPTION FROM SIC CODE	CNTY	LIST	SIC	SIZE S,M,L	NUM	RESPONDED/ NO RESPONSE
LUMBER AND WOOD PRODUCTS, EXCEPT FURNITURE	SEM	DFI	24	S	6	NO RESPONSE
LUMBER AND WOOD PRODUCTS, EXCEPT FURNITURE	ORA	DFI	24	S	10	RESPONDED
LUMBER AND WOOD PRODUCTS, EXCEPT FURNITURE	ORA	DFI	24	M	20	RESPONDED
LUMBER AND WOOD PRODUCTS, EXCEPT FURNITURE	VOL	DFI	24	M	10	RESPONDED
LUMBER AND WOOD PRODUCTS, EXCEPT FURNITURE	ORA	DFI	24	M	50	NO RESPONSE
LUMBER AND WOOD PRODUCTS, EXCEPT FURNITURE	VOL	DFI	24	M	38	RESPONDED
FURNITURE AND FIXTURES	ORA	DFI	25	S	9	RESPONDED
FURNITURE AND FIXTURES	SEM	DFI	25	M	50	RESPONDED
FURNITURE AND FIXTURES	ORA	DFI	25	M	35	RESPONDED
PAPER AND ALLIED PRODUCTS	ORA	DFI	26	M	50	NO RESPONSE
PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	ORA	DFI	27	S	10	RESPONDED
PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	ORA	DFI	27	S	9	NO RESPONSE
PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	ORA	DFI	27	S	4	RESPONDED
PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	VOL	DFI	27	S	9	NO RESPONSE
PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	ORA	DFI	27	M	13	RESPONDED
PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	SEM	DFI	27	M	50	RESPONDED
PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	ORA	DFI	27	M	18	RESPONDED
PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	ORA	DFI	27	M	35	NO RESPONSE
PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	ORA	DFI	27	M	26	NO RESPONSE
PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	ORA	DFI	27	L	5000	RESPONDED
PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	VOL	DFI	27	L	817	RESPONDED
PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	VOL	DFI	27	L	50	RESPONDED
CHEMICALS AND ALLIED PRODUCTS	ORA	DFI	28	S	8	RESPONDED
CHEMICALS AND ALLIED PRODUCTS	ORA	DFI	28	M	50	RESPONDED
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS	ORA	DFI	30	M	35	RESPONDED
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS	VOL	DFI	30	L	50	NO RESPONSE
RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS	ORA	DFI	30	L	1100	RESPONDED
STONE, CLAY, GLASS, AND CONCRETE PRODUCTS	SEM	DFI	32	S	8	RESPONDED
STONE, CLAY, GLASS, AND CONCRETE PRODUCTS	ORA	DFI	32	M	30	RESPONDED
STONE, CLAY, GLASS, AND CONCRETE PRODUCTS	ORA	DFI	32	M	12	NO RESPONSE
STONE, CLAY, GLASS, AND CONCRETE PRODUCTS	VOL	DFI	32	M	10	RESPONDED
STONE, CLAY, GLASS, AND CONCRETE PRODUCTS	VOL	DFI	32	M	45	RESPONDED
STONE, CLAY, GLASS, AND CONCRETE PRODUCTS	ORA	DFI	32	L	400	RESPONDED
PRIMARY METAL INDUSTRIES	ORA	DFI	33	M	42	RESPONDED

BEST COPY AVAILABLE

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

ORLANDO METRO AREA, APRIL, 1994 (SEMINOLE, VOLUSIA, & ORANGE COUNTIES)

RESPONDENTS AND NON RESPONDENTS LIST IN ORDER OF SIC CODE

FIRM DESCRIPTION FROM SIC CODE	CNTY	LIST	SIC	SIZE S,M,L	NUM	RESPONDED/ NO RESPONSE
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY & TRANSPORTATION EQUIPMENT	ORA	DFI	34	S	9	RESPONDED
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY & TRANSPORTATION EQUIPMENT	SEM	DFI	34	S	10	NO RESPONSE
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY & TRANSPORTATION EQUIPMENT	ORA	DFI	34	S	10	NO RESPONSE
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY & TRANSPORTATION EQUIPMENT	VOL	DFI	34	M	10	RESPONDED
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY & TRANSPORTATION EQUIPMENT	SEM	DFI	34	M	36	RESPONDED
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY & TRANSPORTATION EQUIPMENT	ORA	DFI	34	M	29	NO RESPONSE
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY & TRANSPORTATION EQUIPMENT	ORA	DFI	34	M	15	RESPONDED
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY & TRANSPORTATION EQUIPMENT	VOL	DFI	34	M	40	RESPONDED
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY & TRANSPORTATION EQUIPMENT	ORA	DFI	34	M	11	NO RESPONSE
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY & TRANSPORTATION EQUIPMENT	VOL	DFI	34	L	196	RESPONDED
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY & TRANSPORTATION EQUIPMENT	ORA	DFI	34	L	900	RESPONDED
INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER EQUIPMENT	ORA	DFI	35	S	2	NO RESPONSE
INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER EQUIPMENT	SEM	DFI	35	S	10	NO RESPONSE
INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER EQUIPMENT	ORA	DFI	35	S	6	RESPONDED
INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER EQUIPMENT	ORA	DFI	35	M	17	RESPONDED
INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER EQUIPMENT	ORA	DFI	35	M	30	NO RESPONSE
INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER EQUIPMENT	VOL	DFI	35	M	10	RESPONDED
INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER EQUIPMENT	ORA	DFI	35	M	11	NO RESPONSE
INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER EQUIPMENT	SEM	DFI	35	M	25	RESPONDED
INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER EQUIPMENT	SEM	DFI	35	M	50	RESPONDED
INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER EQUIPMENT	SEM	DFI	35	L	325	RESPONDED
INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER EQUIPMENT	ORA	DFI	35	L	400	NO RESPONSE
INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER EQUIPMENT	VOL	DFI	35	L	50	RESPONDED
ELECTRONIC AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS, EXCEPT COMPUTER EQUIP	SEM	DFI	36	S	10	RESPONDED
ELECTRONIC AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS, EXCEPT COMPUTER EQUIP	ORA	DFI	36	S	5	NO RESPONSE
ELECTRONIC AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS, EXCEPT COMPUTER EQUIP	ORA	DFI	36	S	10	NO RESPONSE
ELECTRONIC AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS, EXCEPT COMPUTER EQUIP	ORA	DFI	36	M	16	NO RESPONSE
ELECTRONIC AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS, EXCEPT COMPUTER EQUIP	ORA	DFI	36	M	32	RESPONDED
ELECTRONIC AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS, EXCEPT COMPUTER EQUIP	ORA	DFI	36	M	11	NO RESPONSE
ELECTRONIC AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS, EXCEPT COMPUTER EQUIP	SEM	DFI	36	M	25	RESPONDED
ELECTRONIC AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS, EXCEPT COMPUTER EQUIP	ORA	DFI	36	L	60	RESPONDED
ELECTRONIC AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS, EXCEPT COMPUTER EQUIP	SEM	DFI	36	L	2050	RESPONDED
ELECTRONIC AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS, EXCEPT COMPUTER EQUIP	VOL	DFI	36	L	50	NO RESPONSE
ELECTRONIC AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS, EXCEPT COMPUTER EQUIP	ORA	DFI	36	L	140	NO RESPONSE
ELECTRONIC AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS, EXCEPT COMPUTER EQUIP	VOL	DFI	36	L	1300	RESPONDED
TRANSPORTATION EQUIPMENT	ORA	DFI	37	S	10	NO RESPONSE
TRANSPORTATION EQUIPMENT	ORA	DFI	37	M	50	NO RESPONSE

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

ORLANDO METRO AREA, APRIL, 1994 (SEMINOLE, VOLUSIA, & ORANGE COUNTIES)

RESPONDENTS AND NON RESPONDENTS LIST IN ORDER OF SIC CODE

FIRM DESCRIPTION FROM SIC CODE	CNTY	LIST	SIC	SIZE S,M,L	NUM	RESPONDED/ NO RESPONSE
TRANSPORTATION EQUIPMENT	VOL	DFI	37	M	10	RESPONDED
TRANSPORTATION EQUIPMENT	ORA	DFI	37	L	800	RESPONDED
TRANSPORTATION EQUIPMENT	VOL	DFI	37	L	250	RESPONDED
MEASURING, ANALYZ/CONTROLLING INSTRUM, PHOTOGRAPHING/MED. & OPTICAL GOODS: WATCHES/CLOCKS	ORA	DFI	38	S	5	NO RESPONSE
MEASURING, ANALYZ/CONTROLLING INSTRUM, PHOTOGRAPHING/MED. & OPTICAL GOODS: WATCHES/CLOCKS	ORA	DFI	38	S	10	RESPONDED
MEASURING, ANALYZ/CONTROLLING INSTRUM, PHOTOGRAPHING/MED. & OPTICAL GOODS: WATCHES/CLOCKS	SEM	DFI	38	S	9	NO RESPONSE
MEASURING, ANALYZ/CONTROLLING INSTRUM, PHOTOGRAPHING/MED. & OPTICAL GOODS: WATCHES/CLOCKS	VOL	DFI	38	M	20	RESPONDED
MEASURING, ANALYZ/CONTROLLING INSTRUM, PHOTOGRAPHING/MED. & OPTICAL GOODS: WATCHES/CLOCKS	SEM	DFI	38	M	30	RESPONDED
MEASURING, ANALYZ/CONTROLLING INSTRUM, PHOTOGRAPHING/MED. & OPTICAL GOODS: WATCHES/CLOCKS	VOL	DFI	38	M	38	RESPONDED
MEASURING, ANALYZ/CONTROLLING INSTRUM, PHOTOGRAPHING/MED. & OPTICAL GOODS: WATCHES/CLOCKS	ORA	DFI	38	M	11	RESPONDED
MEASURING, ANALYZ/CONTROLLING INSTRUM, PHOTOGRAPHING/MED. & OPTICAL GOODS: WATCHES/CLOCKS	ORA	DFI	38	M	25	NO RESPONSE
MEASURING, ANALYZ/CONTROLLING INSTRUM, PHOTOGRAPHING/MED. & OPTICAL GOODS: WATCHES/CLOCKS	ORA	DFI	38	L	11200	RESPONDED
MISCELLANEOUS MANUFACTURING INDUSTRIES	ORA	DFI	39	S	9	RESPONDED
MISCELLANEOUS MANUFACTURING INDUSTRIES	VOL	DFI	39	S	9	RESPONDED
MISCELLANEOUS MANUFACTURING INDUSTRIES	ORA	DFI	39	M	43	RESPONDED
LOCAL AND SUBURBAN TRANSIT AND INTERURBAN HIGHWAY PASSENGER TRANSPORTATION	ORA	ABI	41	S	5-9	NO RESPONSE
MOTOR FREIGHT TRANSPORTATION AND WAREHOUSING	VOL	ABI	42	S	5-9	RESPONDED
MOTOR FREIGHT TRANSPORTATION AND WAREHOUSING	ORA	ABI	42	S	5-9	RESPONDED
MOTOR FREIGHT TRANSPORTATION AND WAREHOUSING	ORA	ABI	42	S	1-4	NO RESPONSE
MOTOR FREIGHT TRANSPORTATION AND WAREHOUSING	SEM	ABL	42	M	10-19	RESPONDED
MOTOR FREIGHT TRANSPORTATION AND WAREHOUSING	ORA	ABI	42	M	20-49	RESPONDED
TRANSPORTATION SERVICES	ORA	ABI	47	S	1-4	NO RESPONSE
TRANSPORTATION SERVICES	SEM	ABL	47	S	5-9	RESPONDED
TRANSPORTATION SERVICES	ORA	ABI	47	S	1-4	NO RESPONSE
TRANSPORTATION SERVICES	ORA	ABI	47	S	1-4	RESPONDED
TRANSPORTATION SERVICES	VOL	ABI	47	S	5-9	RESPONDED
COMMUNICATIONS	ORA	ABI	48	S	5-9	NO RESPONSE
COMMUNICATIONS	VOL	ABI	48	S	5-9	RESPONDED
BUILDING MATERIALS, HARDWARE, GARDEN SUPPLY AND MOBILE HOME DEALERS	ORA	ABI	52	S	5-9	RESPONDED
BUILDING MATERIALS, HARDWARE, GARDEN SUPPLY AND MOBILE HOME DEALERS	ORA	ABI	52	S	1-4	NO RESPONSE
BUILDING MATERIALS, HARDWARE, GARDEN SUPPLY AND MOBILE HOME DEALERS	SEM	ABL	52	S	5-9	RESPONDED
BUILDING MATERIALS, HARDWARE, GARDEN SUPPLY AND MOBILE HOME DEALERS	ORA	ABI	52	S	5-9	NO RESPONSE
BUILDING MATERIALS, HARDWARE, GARDEN SUPPLY AND MOBILE HOME DEALERS	VOL	ABI	52	S	1-4	RESPONDED
BUILDING MATERIALS, HARDWARE, GARDEN SUPPLY AND MOBILE HOME DEALERS	VOL	ABI	52	S	1-4	NO RESPONSE

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

ORLANDO METRO AREA, APRIL, 1994 (SEMINOLE, VOLUSIA, & ORANGE COUNTIES)

RESPONDENTS AND NON RESPONDENTS LIST IN ORDER OF SIC CODE

FIRM DESCRIPTION FROM SIC CODE	CNTY	LIST	SIC	SIZE S,M,L	NUM	RESPONDED/ NO RESPONSE
BUILDING MATERIALS, HARDWARE, GARDEN SUPPLY AND MOBILE HOME DEALERS	VOL	ABI	52	M	10-19	RESPONDED
BUILDING MATERIALS, HARDWARE, GARDEN SUPPLY AND MOBILE HOME DEALERS	ORA	ABI	52	M	20-49	NO RESPONSE
GENERAL MERCHANDISE STORES	ORA	ABI	53	S	5-9	RESPONDED
FOOD STORES	ORA	ABI	54	S	1-4	NO RESPONSE
FOOD STORES	ORA	ABI	54	S	1-4	RESPONDED
FOOD STORES	VOL	ABI	54	S	5-9	RESPONDED
FOOD STORES	SEM	ABL	54	S	5-9	RESPONDED
FOOD STORES	ORA	ABI	54	S	5-9	RESPONDED
FOOD STORES	VOL	ABI	54	S	1-4	RESPONDED
FOOD STORES	VOL	ABI	54	S	1-4	RESPONDED
FOOD STORES	ORA	ABI	54	S	5-9	RESPONDED
FOOD STORES	ORA	ABI	54	M	20-49	RESPONDED
FOOD STORES	ORA	ABI	54	L	100-249	RESPONDED
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	ORA	ABI	55	S	1-4	NO RESPONSE
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	ORA	ABI	55	S	1-4	NO RESPONSE
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	SEM	ABL	55	S	1-4	RESPONDED
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	VOL	ABI	55	S	1-4	RESPONDED
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	ORA	ABI	55	S	5-9	RESPONDED
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	ORA	ABI	55	S	1-4	NO RESPONSE
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	SEM	ABL	55	S	5-9	RESPONDED
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	ORA	ABI	55	S	1-4	NO RESPONSE
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	ORA	ABI	55	S	5-9	NO RESPONSE
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	VOL	ABI	55	S	1-4	RESPONDED
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	VOL	ABI	55	S	5-9	RESPONDED
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	VOL	ABI	55	S	5-9	RESPONDED
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	VOL	ABI	55	S	1-4	RESPONDED
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	ORA	ABI	55	S	1-4	NO RESPONSE
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	ORA	ABI	55	M	20-49	RESPONDED
AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	ORA	ABI	55	L	100-249	NO RESPONSE
APPAREL AND ACCESSORY STORES	ORA	ABI	56	S	1-4	RESPONDED
APPAREL AND ACCESSORY STORES	VOL	ABI	56	S	1-4	RESPONDED
APPAREL AND ACCESSORY STORES	ORA	ABI	56	S	1-4	RESPONDED
APPAREL AND ACCESSORY STORES	ORA	ABI	56	S	5-9	RESPONDED
APPAREL AND ACCESSORY STORES	ORA	ABI	56	S	5-9	RESPONDED
APPAREL AND ACCESSORY STORES	SEM	ABL	56	S	5-9	NO RESPONSE
APPAREL AND ACCESSORY STORES	VOL	ABI	56	S	5-9	RESPONDED
APPAREL AND ACCESSORY STORES	VOL	ABI	56	M	10-19	RESPONDED

BEST COPY AVAILABLE

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

ORLANDO METRO AREA, APRIL, 1994 (SEMINOLE, VOLUSIA, & ORANGE COUNTIES)

RESPONDENTS AND NON RESPONDENTS LIST IN ORDER OF SIC CODE

FIRM DESCRIPTION FROM SIC CODE	CNTY	LIST	SIC	SIZE S,M,L	NUM	RESPONDED/ NO RESPONSE
APPAREL AND ACCESSORY STORES	ORA	ABI	56	M	20-49	NO RESPONSE
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	VOL	ABI	57	S	1-4	RESPONDED
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	SEM	ABL	57	S	0	RESPONDED
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	SEM	ABL	57	S	1-4	NO RESPONSE
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	ORA	ABI	57	S	5-9	RESPONDED
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	VOL	ABI	57	S	5-9	NO RESPONSE
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	VOL	ABI	57	S	1-4	RESPONDED
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	ORA	ABI	57	S	1-4	RESPONDED
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	ORA	ABI	57	S	1-4	NO RESPONSE
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	ORA	ABI	57	S	1-4	RESPONDED
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	ORA	ABI	57	S	1-4	RESPONDED
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	ORA	ABI	57	S	1-4	NO RESPONSE
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	SEM	ABL	57	S	1-4	NO RESPONSE
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	VOL	ABI	57	S	1-4	RESPONDED
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	ORA	ABI	57	M	10-49	RESPONDED
HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	ORA	ABI	57	M	10-49	NO RESPONSE
EATING AND DRINKING PLACES	SEM	ABL	58	S	1-4	NO RESPONSE
EATING AND DRINKING PLACES	SEM	ABL	58	S	0	NO RESPONSE
EATING AND DRINKING PLACES	VOL	ABI	58	S	5-9	RESPONDED
EATING AND DRINKING PLACES	VOL	ABI	58	S	1-4	RESPONDED
EATING AND DRINKING PLACES	ORA	ABI	58	S	1-4	RESPONDED
EATING AND DRINKING PLACES	ORA	ABI	58	S	1-4	NO RESPONSE
EATING AND DRINKING PLACES	ORA	ABI	58	S	5-9	NO RESPONSE
EATING AND DRINKING PLACES	ORA	ABI	58	S	1-4	NO RESPONSE
EATING AND DRINKING PLACES	VOL	ABI	58	S	0	NO RESPONSE
EATING AND DRINKING PLACES	ORA	ABI	58	S	1-4	NO RESPONSE
EATING AND DRINKING PLACES	ORA	ABI	58	S	5-9	RESPONDED
EATING AND DRINKING PLACES	SEM	ABL	58	M	20-49	RESPONDED
EATING AND DRINKING PLACES	VOL	ABI	58	M	20-49	RESPONDED
EATING AND DRINKING PLACES	VOL	ABI	58	M	10-19	RESPONDED
EATING AND DRINKING PLACES	SEM	ABL	58	M	10-19	RESPONDED
EATING AND DRINKING PLACES	VOL	ABI	58	M	20-49	RESPONDED
EATING AND DRINKING PLACES	ORA	ABI	58	M	20-49	RESPONDED
EATING AND DRINKING PLACES	ORA	ABI	58	M	10-19	RESPONDED
EATING AND DRINKING PLACES	ORA	ABI	58	M	10-19	RESPONDED
EATING AND DRINKING PLACES	ORA	ABI	58	M	20-49	RESPONDED
EATING AND DRINKING PLACES	ORA	ABI	58	M	10-19	RESPONDED
EATING AND DRINKING PLACES	VOL	ABI	58	M	10-19	NO RESPONSE
EATING AND DRINKING PLACES	ORA	ABI	58	L	250-499	RESPONDED

BEST COPY AVAILABLE

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

ORLANDO METRO AREA, APRIL, 1994 (SEMINOLE, VOLUSIA, & ORANGE COUNTIES)

RESPONDENTS AND NON RESPONDENTS LIST IN ORDER OF SIC CODE

FIRM DESCRIPTION FROM SIC CODE	CNTY	LIST	SIC	SIZE S,M,L	NUM	RESPONDED/ NO RESPONSE
EATING AND DRINKING PLACES	ORA	ABI	58	L	50-99	RESPONDED
MISCELLANEOUS RETAIL	ORA	ABI	59	S	1-4	NO RESPONSE
MISCELLANEOUS RETAIL	ORA	ABI	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	ORA	ABI	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	ORA	ABI	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	SEM	ABL	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	VOL	ABI	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	ORA	ABI	59	S	1-4	NO RESPONSE
MISCELLANEOUS RETAIL	ORA	ABI	59	S	1-4	NO RESPONSE
MISCELLANEOUS RETAIL	ORA	ABI	59	S	1-4	NO RESPONSE
MISCELLANEOUS RETAIL	ORA	ABI	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	ORA	ABI	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	ORA	ABI	59	S	5-9	RESPONDED
MISCELLANEOUS RETAIL	ORA	ABI	59	S	1-4	NO RESPONSE
MISCELLANEOUS RETAIL	ORA	ABI	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	VOL	ABI	59	S	1-4	NO RESPONSE
MISCELLANEOUS RETAIL	ORA	ABI	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	ORA	ABI	59	S	5-9	RESPONDED
MISCELLANEOUS RETAIL	ORA	ABI	59	S	1-4	NO RESPONSE
MISCELLANEOUS RETAIL	SEM	ABL	59	S	0	NO RESPONSE
MISCELLANEOUS RETAIL	SEM	ABL	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	SEM	ABL	59	S	5-9	RESPONDED
MISCELLANEOUS RETAIL	VOL	ABI	59	S	1-4	NO RESPONSE
MISCELLANEOUS RETAIL	SEM	ABL	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	VOL	ABI	59	S	1-4	NO RESPONSE
MISCELLANEOUS RETAIL	VOL	ABI	59	S	1-4	NO RESPONSE
MISCELLANEOUS RETAIL	VOL	ABI	59	S	5-9	RESPONDED
MISCELLANEOUS RETAIL	VOL	ABI	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	VOL	ABI	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	VOL	ABI	59	S	1-4	RESPONDED
MISCELLANEOUS RETAIL	SEM	ABL	59	M	20-49	RESPONDED
MISCELLANEOUS RETAIL	VOL	ABI	59	M	20-49	RESPONDED
MISCELLANEOUS RETAIL	ORA	ABI	59	M	10-19	RESPONDED
MISCELLANEOUS RETAIL	ORA	ABI	59	M	10-19	NO RESPONSE
DEPOSITORY INSTITUTIONS	ORA	ABI	60	S	5-9	RESPONDED
DEPOSITORY INSTITUTIONS	VOL	ABI	60	S	5-9	RESPONDED
DEPOSITORY INSTITUTIONS	SEM	ABL	60	S	5-9	RESPONDED
DEPOSITORY INSTITUTIONS	ORA	ABI	60	M	20-49	RESPONDED

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

ORLANDO METRO AREA, APRIL, 1994 (SEMINOLE, VOLUSIA, & ORANGE COUNTIES)

RESPONDENTS AND NON RESPONDENTS LIST IN ORDER OF SIC CODE

FIRM DESCRIPTION FROM SIC CODE	CNTY	LIST	SIC	SIZE S,M,L	NUM	RESPONDED/ NO RESPONSE
NONDEPOSITORY CREDIT INSTITUTIONS	VOL	ABI	61	S	5-9	RESPONDED
NONDEPOSITORY CREDIT INSTITUTIONS	ORA	ABI	61	S	5-9	NO RESPONSE
NONDEPOSITORY CREDIT INSTITUTIONS	ORA	ABI	61	S	1-4	NO RESPONSE
NONDEPOSITORY CREDIT INSTITUTIONS	SEM	ABL	61	S	5-9	RESPONDED
SECURITY AND COMMODITY BROKERS, DEALERS, EXCHANGES AND SERVICES	ORA	ABI	62	S	5-9	NO RESPONSE
INSURANCE CARRIERS	VOL	ABI	63	S	5-9	RESPONDED
INSURANCE CARRIERS	ORA	ABI	63	S	1-4	NO RESPONSE
INSURANCE AGENTS, BROKERS AND SERVICE	ORA	ABI	64	S	1-4	RESPONDED
INSURANCE AGENTS, BROKERS AND SERVICE	SEM	ABL	64	S	1-4	RESPONDED
INSURANCE AGENTS, BROKERS AND SERVICE	ORA	ABI	64	S	5-9	RESPONDED
INSURANCE AGENTS, BROKERS AND SERVICE	ORA	ABI	64	S	1-4	NO RESPONSE
INSURANCE AGENTS, BROKERS AND SERVICE	ORA	ABI	64	S	1-4	NO RESPONSE
INSURANCE AGENTS, BROKERS AND SERVICE	VOL	ABI	64	S	1-4	RESPONDED
INSURANCE AGENTS, BROKERS AND SERVICE	ORA	ABI	64	S	1-4	RESPONDED
INSURANCE AGENTS, BROKERS AND SERVICE	SEM	ABL	64	S	1	RESPONDED
INSURANCE AGENTS, BROKERS AND SERVICE	VOL	ABI	64	S	1-4	RESPONDED
INSURANCE AGENTS, BROKERS AND SERVICE	ORA	ABI	64	M	20-49	RESPONDED
REAL ESTATE	ORA	ABI	65	S	5-9	NO RESPONSE
REAL ESTATE	ORA	ABI	65	S	1-4	NO RESPONSE
REAL ESTATE	ORA	ABI	65	S	1-4	NO RESPONSE
REAL ESTATE	ORA	ABI	65	S	1-4	RESPONDED
REAL ESTATE	ORA	ABI	65	S	1-4	NO RESPONSE
REAL ESTATE	ORA	ABI	65	S	1-4	NO RESPONSE
REAL ESTATE	ORA	ABI	65	S	1-4	NO RESPONSE
REAL ESTATE	ORA	ABI	65	S	1-4	NO RESPONSE
REAL ESTATE	ORA	ABI	65	S	1-4	NO RESPONSE
REAL ESTATE	ORA	ABI	65	S	5-9	RESPONDED
REAL ESTATE	ORA	ABI	65	S	1-4	NO RESPONSE
REAL ESTATE	ORA	ABI	65	S	1-4	RESPONDED
REAL ESTATE	ORA	ABI	65	S	5-9	RESPONDED
REAL ESTATE	VOL	ABI	65	S	0	NO RESPONSE
REAL ESTATE	VOL	ABI	65	S	1-4	RESPONDED
REAL ESTATE	VOL	ABI	65	S	1-4	NO RESPONSE
REAL ESTATE	SEM	ABL	65	S	0	RESPONDED
REAL ESTATE	VOL	ABI	65	S	1-4	RESPONDED
REAL ESTATE	VOL	ABI	65	S	1-4	NO RESPONSE
REAL ESTATE	VOL	ABI	65	S	5-9	RESPONDED

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

ORLANDO METRO AREA, APRIL, 1994 (SEMINOLE, VOLUSIA, & ORANGE COUNTIES)

RESPONDENTS AND NON RESPONDENTS LIST IN ORDER OF SIC CODE

FIRM DESCRIPTION FROM SIC CODE	CNTY	LIST	SIC	SIZE S,M,L	NUM	RESPONDED/ NO RESPONSE
REAL ESTATE	SEM	ABL	65	S	1-4	NO RESPONSE
REAL ESTATE	SEM	ABL	65	S	1-4	RESPONDED
REAL ESTATE	SEM	ABL	65	S	5-9	RESPONDED
REAL ESTATE	ORA	ABI	65	M	20-49	RESPONDED
REAL ESTATE	ORA	ABI	65	M	10-19	RESPONDED
REAL ESTATE	VOL	ABI	65	M	20-49	RESPONDED
HOTELS, ROOMING HOUSES, CAMPS, AND OTHER LODGING PLACES	VOL	ABI	70	S	1-4	NO RESPONSE
HOTELS, ROOMING HOUSES, CAMPS, AND OTHER LODGING PLACES	ORA	ABI	70	S	5-9	RESPONDED
HOTELS, ROOMING HOUSES, CAMPS, AND OTHER LODGING PLACES	VOL	ABI	70	S	0	NO RESPONSE
HOTELS, ROOMING HOUSES, CAMPS, AND OTHER LODGING PLACES	VOL	ABI	70	S	1-4	NO RESPONSE
HOTELS, ROOMING HOUSES, CAMPS, AND OTHER LODGING PLACES	VOL	ABI	70	M	20-49	RESPONDED
HOTELS, ROOMING HOUSES, CAMPS, AND OTHER LODGING PLACES	ORA	ABI	70	M	20-49	RESPONDED
HOTELS, ROOMING HOUSES, CAMPS, AND OTHER LODGING PLACES	ORA	ABI	70	L	1000+	RESPONDED
PERSONAL SERVICES	ORA	ABI	72	S	1-4	RESPONDED
PERSONAL SERVICES	ORA	ABI	72	S	5-9	NO RESPONSE
PERSONAL SERVICES	ORA	ABI	72	S	5-9	RESPONDED
PERSONAL SERVICES	ORA	ABI	72	S	1-4	RESPONDED
PERSONAL SERVICES	ORA	ABI	72	S	1-4	NO RESPONSE
PERSONAL SERVICES	ORA	ABI	72	S	5-9	RESPONDED
PERSONAL SERVICES	ORA	ABI	72	S	1-4	NO RESPONSE
PERSONAL SERVICES	ORA	ABI	72	S	1-4	NO RESPONSE
PERSONAL SERVICES	ORA	ABI	72	S	1-4	NO RESPONSE
PERSONAL SERVICES	ORA	ABI	72	S	1-4	NO RESPONSE
PERSONAL SERVICES	VOL	ABI	72	S	1-4	RESPONDED
PERSONAL SERVICES	SEM	ABL	72	S	1-4	RESPONDED
PERSONAL SERVICES	SEM	ABL	72	S	1-4	RESPONDED
PERSONAL SERVICES	SEM	ABL	72	S	1-4	RESPONDED
PERSONAL SERVICES	SEM	ABL	72	S	1-4	RESPONDED
PERSONAL SERVICES	ORA	ABI	72	S	1-4	RESPONDED
PERSONAL SERVICES	VOL	ABI	72	S	5-9	NO RESPONSE
PERSONAL SERVICES	VOL	ABI	72	S	1-4	NO RESPONSE
PERSONAL SERVICES	VOL	ABI	72	S	1-4	RESPONDED
PERSONAL SERVICES	VOL	ABI	72	S	1-4	RESPONDED
PERSONAL SERVICES	VOL	ABI	72	S	1-4	NO RESPONSE
PERSONAL SERVICES	VOL	ABI	72	S	0	RESPONDED
PERSONAL SERVICES	ORA	ABI	72	M	20-49	NO RESPONSE
BUSINESS SERVICES	ORA	ABI	73	S	1-4	NO RESPONSE
BUSINESS SERVICES	ORA	ABI	73	S	1-4	NO RESPONSE

BEST COPY AVAILABLE

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

ORLANDO METRO AREA, APRIL, 1994 (SEMINOLE, VOLUSIA, & ORANGE COUNTIES)

RESPONDENTS AND NON RESPONDENTS LIST IN ORDER OF SIC CODE

FIRM DESCRIPTION FROM SIC CODE	CNTY	LIST	SIC	SIZE S,M,L	NUM	RESPONDED/ NO RESPONSE
BUSINESS SERVICES	ORA	ABI	73	S	1-4	RESPONDED
BUSINESS SERVICES	ORA	ABI	73	S	5-9	RESPONDED
BUSINESS SERVICES	ORA	DFI	73	S	0	NO RESPONSE
BUSINESS SERVICES	ORA	ABI	73	S	1-4	NO RESPONSE
BUSINESS SERVICES	SEM	ABL	73	S	1-4	NO RESPONSE
BUSINESS SERVICES	ORA	ABI	73	S	1-4	NO RESPONSE
BUSINESS SERVICES	ORA	ABI	73	S	1-4	RESPONDED
BUSINESS SERVICES	ORA	DFI	73	S	5	NO RESPONSE
BUSINESS SERVICES	ORA	ABI	73	S	1-4	NO RESPONSE
BUSINESS SERVICES	ORA	ABI	73	S	1-4	RESPONDED
BUSINESS SERVICES	ORA	ABI	73	S	1-4	NO RESPONSE
BUSINESS SERVICES	ORA	ABI	73	S	1-4	RESPONDED
BUSINESS SERVICES	SEM	ABL	73	S	1-4	RESPONDED
BUSINESS SERVICES	SEM	ABL	73	S	1-4	NO RESPONSE
BUSINESS SERVICES	ORA	ABI	73	S	1-4	NO RESPONSE
BUSINESS SERVICES	VOL	ABI	73	S	1-4	NO RESPONSE
BUSINESS SERVICES	VOL	ABI	73	S	1-4	RESPONDED
BUSINESS SERVICES	VOL	ABI	73	S	5-9	RESPONDED
BUSINESS SERVICES	VOL	ABI	73	S	1-4	NO RESPONSE
BUSINESS SERVICES	SEM	ABL	73	S	1-4	NO RESPONSE
BUSINESS SERVICES	VOL	ABI	73	S	1-4	RESPONDED
BUSINESS SERVICES	ORA	ABI	73	S	1-4	RESPONDED
BUSINESS SERVICES	ORA	ABI	73	S	1-4	NO RESPONSE
BUSINESS SERVICES	SEM	ABL	73	S	1-4	RESPONDED
BUSINESS SERVICES	SEM	ABL	73	S	5-9	RESPONDED
BUSINESS SERVICES	SEM	DFI	73	S	10	RESPONDED
BUSINESS SERVICES	ORA	DFI	73	S	3	RESPONDED
BUSINESS SERVICES	ORA	DFI	73	M	44	NO RESPONSE
BUSINESS SERVICES	ORA	ABI	73	M	20-49	RESPONDED
BUSINESS SERVICES	ORA	ABI	73	M	10-19	NO RESPONSE
BUSINESS SERVICES	ORA	ABI	73	M	10-19	RESPONDED
BUSINESS SERVICES	VOL	ABI	73	M	20-49	RESPONDED
BUSINESS SERVICES	ORA	ABI	73	L	500-999	RESPONDED
BUSINESS SERVICES	ORA	DFI	73	L	1058	RESPONDED
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	ORA	ABI	75	S	1-4	NO RESPONSE
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	SEM	ABL	75	S	1-4	RESPONDED
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	ORA	ABI	75	S	1-4	RESPONDED
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	ORA	ABI	75	S	1-4	RESPONDED
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	ORA	ABI	75	S	1-4	NO RESPONSE
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	ORA	ABI	75	S	1-4	RESPONDED

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

ORLANDO METRO AREA, APRIL, 1994 (SEMINOLE, VOLUSIA, & ORANGE COUNTIES)

RESPONDENTS AND NON RESPONDENTS LIST IN ORDER OF SIC CODE

FIRM DESCRIPTION FROM SIC CODE	CNTY	LIST	SIC	SIZE S,M,L	NUM	RESPONDED/ NO RESPONSE
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	SEM	ABL	75	S	5-9	RESPONDED
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	SEM	ABL	75	S	1-4	RESPONDED
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	ORA	ABI	75	S	1-4	RESPONDED
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	ORA	ABI	75	S	1-4	NO RESPONSE
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	ORA	ABI	75	S	5-9	RESPONDED
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	VOL	ABI	75	S	1-4	RESPONDED
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	VOL	ABI	75	S	1-4	RESPONDED
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	VOL	ABI	75	S	1-4	RESPONDED
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	VOL	ABI	75	S	5-9	RESPONDED
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	ORA	ABI	75	M	10-19	RESPONDED
AUTOMOTIVE REPAIR, SERVICES, AND PARKING	VOL	ABI	75	M	20-49	NO RESPONSE
HEALTH SERVICES	ORA	ABI	80	S	1-4	RESPONDED
HEALTH SERVICES	ORA	ABI	80	S	1-4	NO RESPONSE
HEALTH SERVICES	ORA	ABI	80	S	1-4	RESPONDED
HEALTH SERVICES	ORA	ABI	80	S	1-4	NO RESPONSE
HEALTH SERVICES	ORA	ABI	80	S	1-4	RESPONDED
HEALTH SERVICES	ORA	ABI	80	S	1-4	RESPONDED
HEALTH SERVICES	ORA	ABI	80	S	1-4	RESPONDED
HEALTH SERVICES	ORA	ABI	80	S	1-4	NO RESPONSE
HEALTH SERVICES	ORA	ABI	80	S	1-4	NO RESPONSE
HEALTH SERVICES	ORA	ABI	80	S	1-4	RESPONDED
HEALTH SERVICES	ORA	ABI	80	S	1-4	NO RESPONSE
HEALTH SERVICES	ORA	ABI	80	S	1-4	NO RESPONSE
HEALTH SERVICES	ORA	ABI	80	S	1-4	RESPONDED
HEALTH SERVICES	VOL	ABI	80	S	1-4	NO RESPONSE
HEALTH SERVICES	SEM	ABL	80	S	5-9	RESPONDED
HEALTH SERVICES	SEM	ABL	80	S	1-4	NO RESPONSE
HEALTH SERVICES	VOL	ABI	80	S	1-4	RESPONDED
HEALTH SERVICES	VOL	ABI	80	S	5-9	NO RESPONSE
HEALTH SERVICES	VOL	ABI	80	S	1-4	RESPONDED
HEALTH SERVICES	VOL	ABI	80	S	1-4	NO RESPONSE
HEALTH SERVICES	VOL	ABI	80	S	1-4	RESPONDED
HEALTH SERVICES	SEM	ABL	80	S	1-4	NO RESPONSE
HEALTH SERVICES	SEM	ABL	80	S	1-4	RESPONDED
HEALTH SERVICES	SEM	ABL	80	S	1-4	RESPONDED
HEALTH SERVICES	VOL	ABI	80	S	1-4	RESPONDED
HEALTH SERVICES	ORA	ABI	80	M	20-49	RESPONDED
HEALTH SERVICES	VOL	ABI	80	M	20-49	RESPONDED
HEALTH SERVICES	ORA	ABI	80	M	10-19	NO RESPONSE
HEALTH SERVICES	ORA	ABI	80	L	250-499	RESPONDED

BEST COPY AVAILABLE

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

ORLANDO METRO AREA, APRIL, 1994 (SEMINOLE, VOLUSIA, & ORANGE COUNTIES)

RESPONDENTS AND NON RESPONDENTS LIST IN ORDER OF SIC CODE

FIRM DESCRIPTION FROM SIC CODE	CNTY	LIST	SIC	SIZE S,M,L	NUM	RESPONDED NO RESPONSE
LEGAL SERVICES	ORA	ABI	81	S	1-4	RESPONDED
LEGAL SERVICES	ORA	ABI	81	S	1-4	RESPONDED
LEGAL SERVICES	ORA	ABI	81	S	1-4	NO RESPONSE
LEGAL SERVICES	ORA	ABI	81	S	1-4	RESPONDED
LEGAL SERVICES	ORA	ABI	81	S	1-4	NO RESPONSE
LEGAL SERVICES	VOL	ABI	81	S	1-4	NO RESPONSE
LEGAL SERVICES	VOL	ABI	81	S	5-9	RESPONDED
LEGAL SERVICES	ORA	ABI	81	S	1-4	NO RESPONSE
LEGAL SERVICES	SEM	ABL	81	S	5-9	RESPONDED
LEGAL SERVICES	ORA	ABI	81	M	20-49	RESPONDED
EDUCATIONAL SERVICES	VOL	ABI	82	S	5-9	RESPONDED
EDUCATIONAL SERVICES	ORA	ABI	82	S	5-9	RESPONDED
EDUCATIONAL SERVICES	VOL	ABI	82	M	20-49	RESPONDED
EDUCATIONAL SERVICES	ORA	ABI	82	M	20-49	RESPONDED
EDUCATIONAL SERVICPS	ORA	ABI	82	L	250-499	RESPONDED
SOCIAL SERVICES	ORA	ABI	83	S	1-4	RESPONDED
SOCIAL SERVICES	ORA	ABI	83	S	5-9	RESPONDED
SOCIAL SERVICES	SEM	ABL	83	S	5-9	RESPONDED
SOCIAL SERVICES	ORA	ABI	83	S	5-9	RESPONDED
SOCIAL SERVICES	ORA	ABI	83	S	5-9	RESPONDED
SOCIAL SERVICES	VOL	ABI	83	S	5-9	RESPONDED
SOCIAL SERVICES	VOL	ABI	83	S	1-4	RESPONDED
SOCIAL SERVICES	ORA	ABI	83	M	10-19	RESPONDED
SOCIAL SERVICES	ORA	ABI	83	M	10-19	RESPONDED
SOCIAL SERVICES	VOL	ABI	83	M	20-49	RESPONDED
ENGINEERING, ACCOUNTING, RESEARCH, MANAGEMENT AND RELATED SERVICES	VOL	DFI	87	S	9	RESPONDED
ENGINEERING, ACCOUNTING, RESEARCH, MANAGEMENT AND RELATED SERVICES	ORA	DFI	87	S	0	NO RESPONSE
ENGINEERING, ACCOUNTING, RESEARCH, MANAGEMENT AND RELATED SERVICES	SEM	DFI	87	S	2	RESPONDED
ENGINEERING, ACCOUNTING, RESEARCH, MANAGEMENT AND RELATED SERVICES	SEM	DFI	87	S	0	NO RESPONSE
ENGINEERING, ACCOUNTING, RESEARCH, MANAGEMENT AND RELATED SERVICES	ORA	DFI	87	S	4	RESPONDED
ENGINEERING, ACCOUNTING, RESEARCH, MANAGEMENT AND RELATED SERVICES	ORA	DFI	87	M	45	NO RESPONSE
ENGINEERING, ACCOUNTING, RESEARCH, MANAGEMENT AND RELATED SERVICES	ORA	DFI	87	L	5000	NO RESPONSE
EXECUTIVE, LEGISLATIVE AND GENERAL GOVERNMENT, EXCEPT FINANCE	ORA	ABI	91	S	5-9	RESPONDED
EXECUTIVE, LEGISLATIVE AND GENERAL GOVERNMENT, EXCEPT FINANCE	ORA	ABI	91	S	0	RESPONDED
EXECUTIVE, LEGISLATIVE AND GENERAL GOVERNMENT, EXCEPT FINANCE	VOL	ABI	91	S	0	RESPONDED
EXECUTIVE, LEGISLATIVE AND GENERAL GOVERNMENT, EXCEPT FINANCE	ORA	ABI	91	S	0	RESPONDED

BEST COPY AVAILABLE

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

ORLANDO METRO AREA, APRIL, 1994 (SEMINOLE, VOLUSIA, & ORANGE COUNTIES)

RESPONDENTS AND NON RESPONDENTS LIST IN ORDER OF SIC CODE

FIRM DESCRIPTION FROM SIC CODE	CNTY	LIST	SIC	SIZE S,M,L	NUM	RESPONDED/ NO RESPONSE
EXECUTIVE, LEGISLATIVE AND GENERAL GOVERNMENT, EXCEPT FINANCE	VOL	ABI	91	S	0	RESPONDED
EXECUTIVE, LEGISLATIVE AND GENERAL GOVERNMENT, EXCEPT FINANCE	SEM	ABL	91	S	0	RESPONDED
ADMINISTRATION OF ECONOMIC PROGRAMS	ORA	DFI	96	S	10	NO RESPONSE

APPENDIX C

SURVEY INSTRUMENT

OCCUPATIONAL NEEDS ASSESSMENT SURVEY
ORLANDO METRO AREA
(ORANGE, SEMINOLE, VOLUSIA COUNTIES)

Conducted by Seminole Community College
and the Seminole County Public Schools

1. In your judgment, what are the most important non-technical job skills (such as reading and math, quality of work, communication, and reasoning skills) needed now by your employees?

Skill _____
Skill _____
Skill _____
Skill _____
Skill _____
Skill _____

2. As you retrain your current employees for technological developments, what type of training would be preferable? (Please choose one best answer).

_____ a. trained by an outside organization such as a community college, vocational education center, or a private vendor.

_____ b. trained by you or your own staff (in house).

3. If your training preference in question 2 above is by an outside organization, by which method or methods would you see this training occurring? (respondent may choose more than one answer)

_____ a. Through an in-house training program run in cooperation with an educational institution.

_____ b. Through a program linked to college credit courses.

_____ c. Through a series of noncredit, college-level seminars and workshops of short duration.

_____ d. Through a vocational program linked to a public educational institution.

_____ e. Through a vocational program linked to a private educational institution.

_____ f. Other _____

4. Does your company presently have employees that would like to pursue an associate degree at a community college? If so, in what field?

_____ a. yes _____ number _____ field
_____ b. no

5. In your judgment, what vocational/technical training programs should be developed to address your training needs of the future?

training _____
training _____
training _____

6. Could you tell me, by job title, the number of new or replacement positions you anticipate hiring over the next year and the necessary educational background for each? For the educational background, choose from either:

a. General high school diploma
b. High school diploma with vocational training
c. Education beyond high school

		Number	Educ. background
Job Title	_____	_____	_____
Job Title	_____	_____	_____
Job Title	_____	_____	_____
Job Title	_____	_____	_____
Job Title	_____	_____	_____
Job Title	_____	_____	_____

7. Could you tell me, by job title, the number of new or replacement positions you anticipate hiring over the next 3 years and the necessary educational background for each? For the educational background, choose from either:

a. General high school diploma
b. High school diploma with vocational training
c. Education beyond high school

		Number	Educ. background
Job Title	_____	_____	_____
Job Title	_____	_____	_____
Job Title	_____	_____	_____
Job Title	_____	_____	_____
Job Title	_____	_____	_____
Job Title	_____	_____	_____

QUESTIONS 8, 9 AND 10 ARE ASKED ONLY OF BUSINESSES IN THE HEALTH FIELD.

8. In your judgment, will health care providers, such as hospitals and doctors, be employing more personnel who have been cross-trained (i.e. nursing and respiratory therapy)?

   a. yes _____

   b. no _____

9. If your answer was yes to cross-training, in what areas do you anticipate that the cross-training should occur?

   _____

   _____

   _____

10. If your answer was yes to cross-training, could you give us the names of any providers who have specific plans to hire persons who have been cross-trained or who plan to cross-train wihin their organization?

    provider _____

    provider _____

    provider _____

---

11. Do you have any additional comments that you would like to make?

    _____

    _____

    Please give your mailing information:

    Name: _____

    Company: _____

    Location: _____

    Would you like us to send you a copy of the results?

    yes _____ no _____

    Thank you for your help.

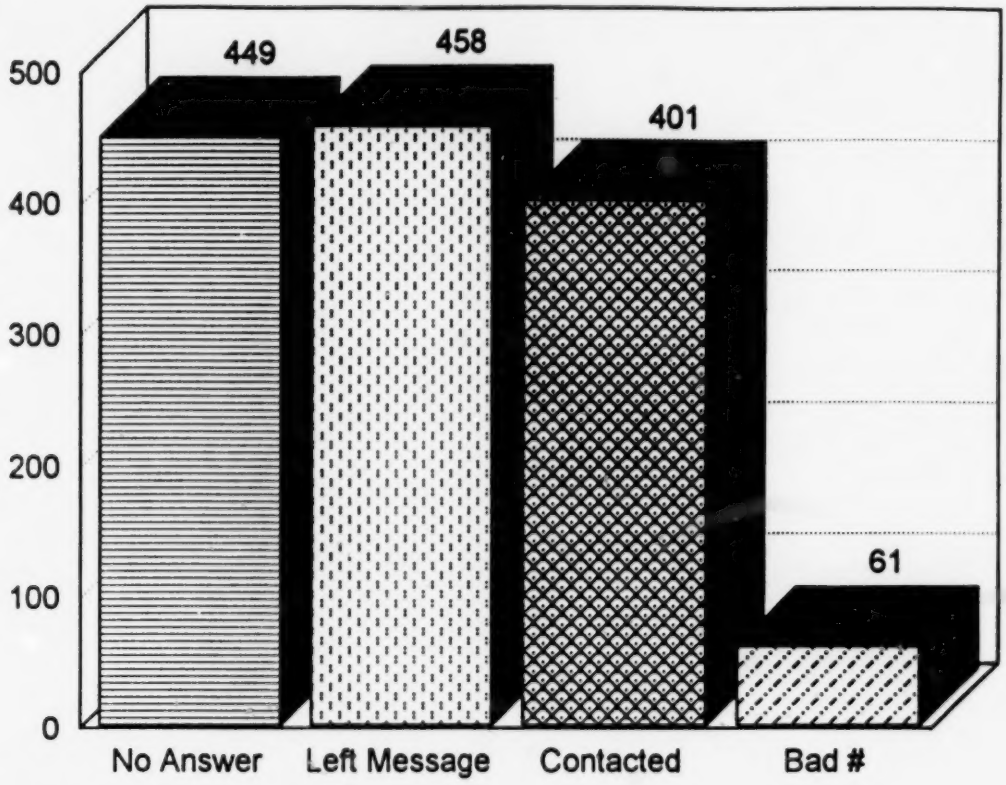
03/23/94

APPENDIX D

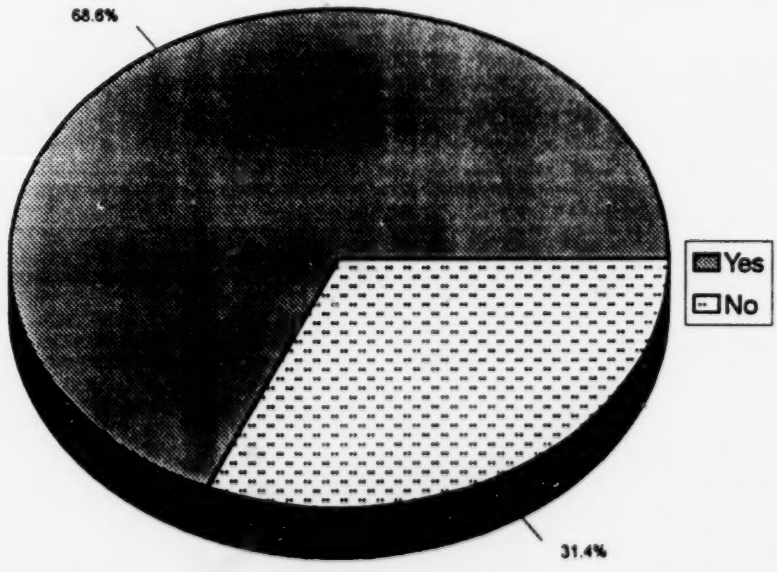
PHONE CONTACT SUMMARY

Occupational Needs Assessment Survey

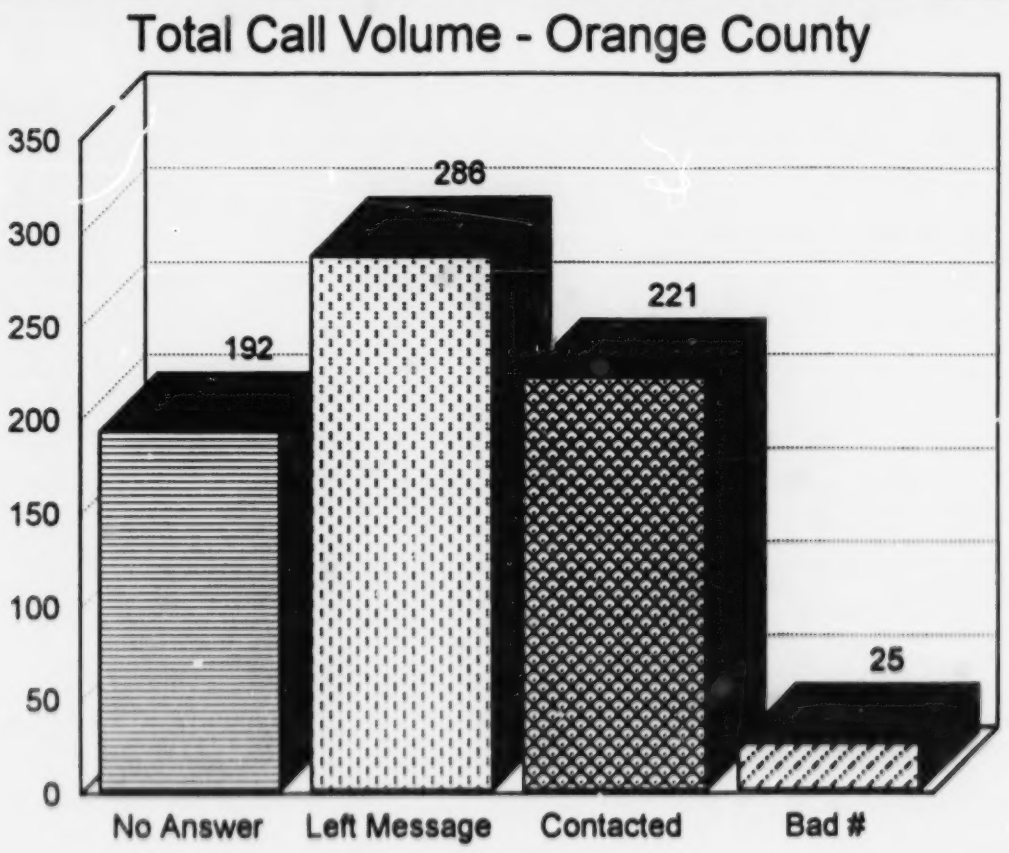
Total Call Volume

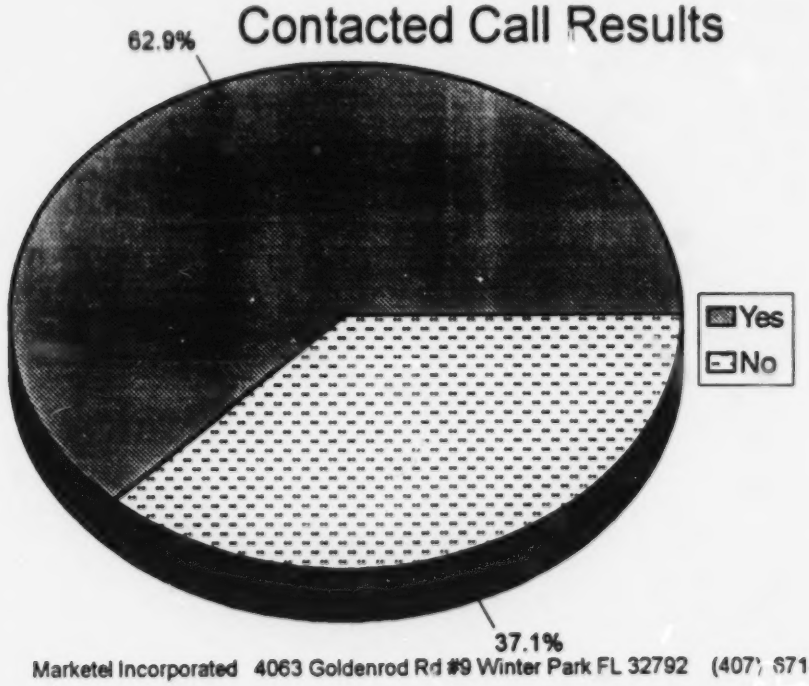


Contacted Call Results



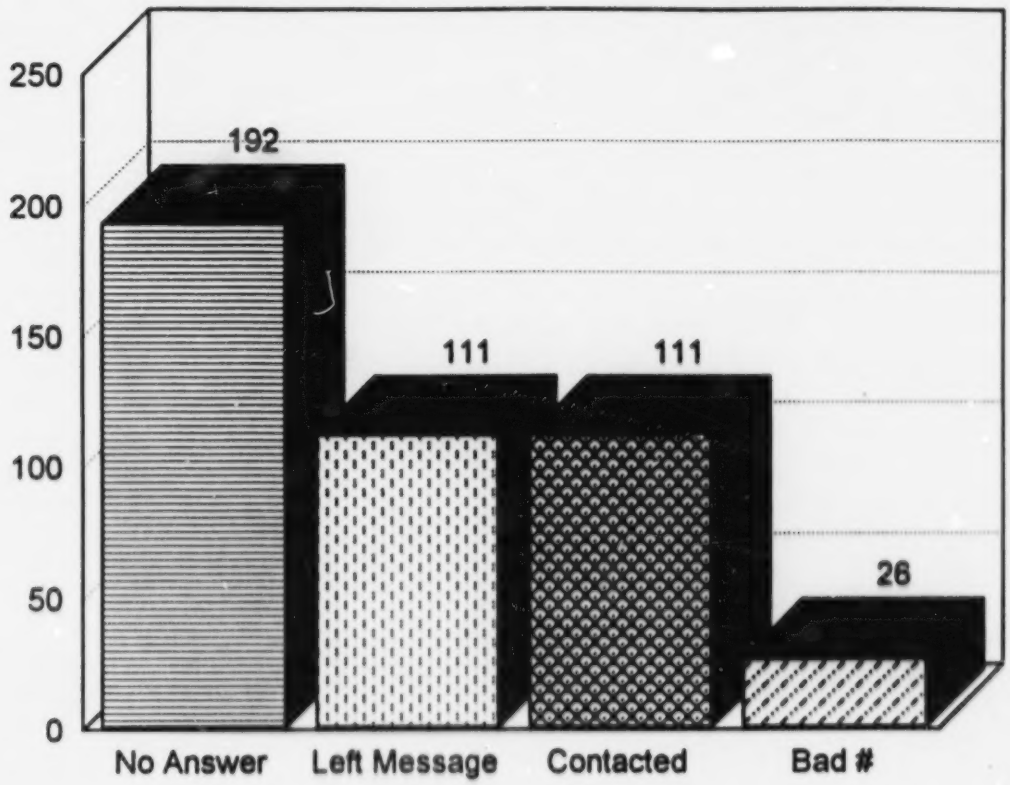
Occupational Needs Assessment Survey



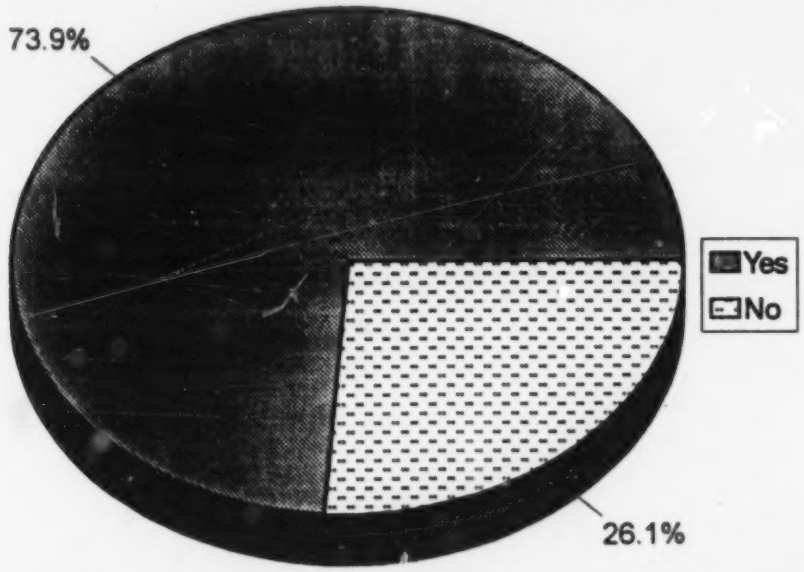


Occupational Needs Assessment Survey

Total Call Volume - Volusia County

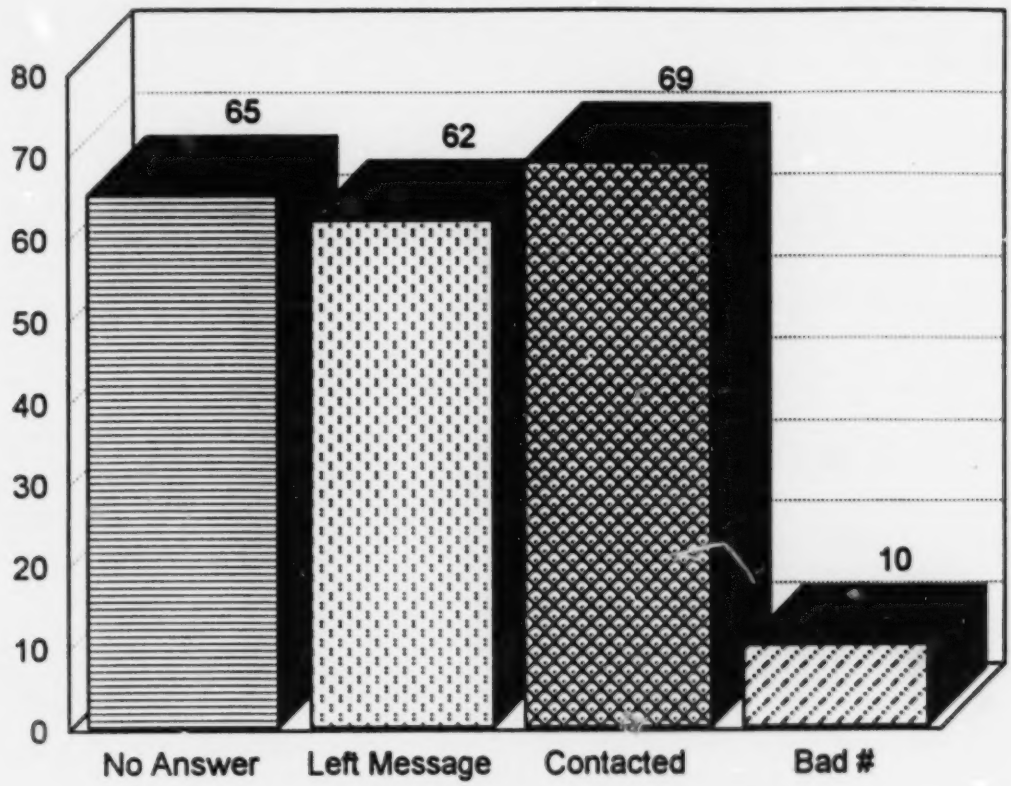


Contacted Call Results

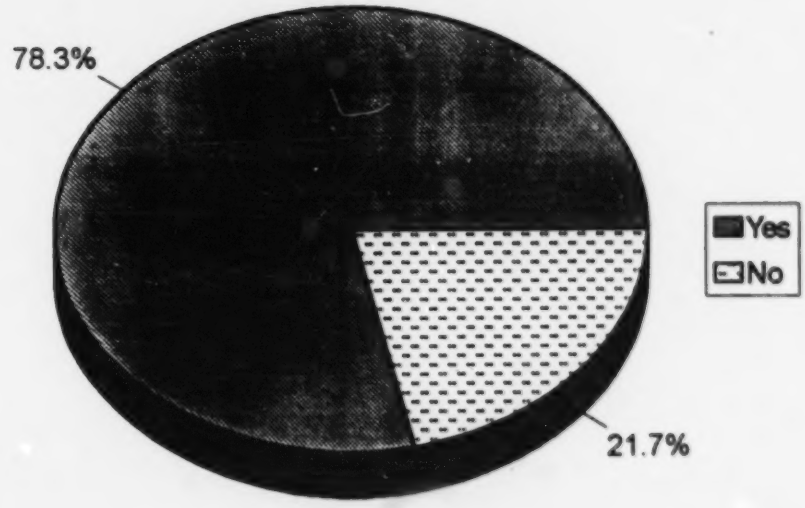


Occupational Needs Assessment Survey

Total Call Volume - Seminole County



Contacted Call Results



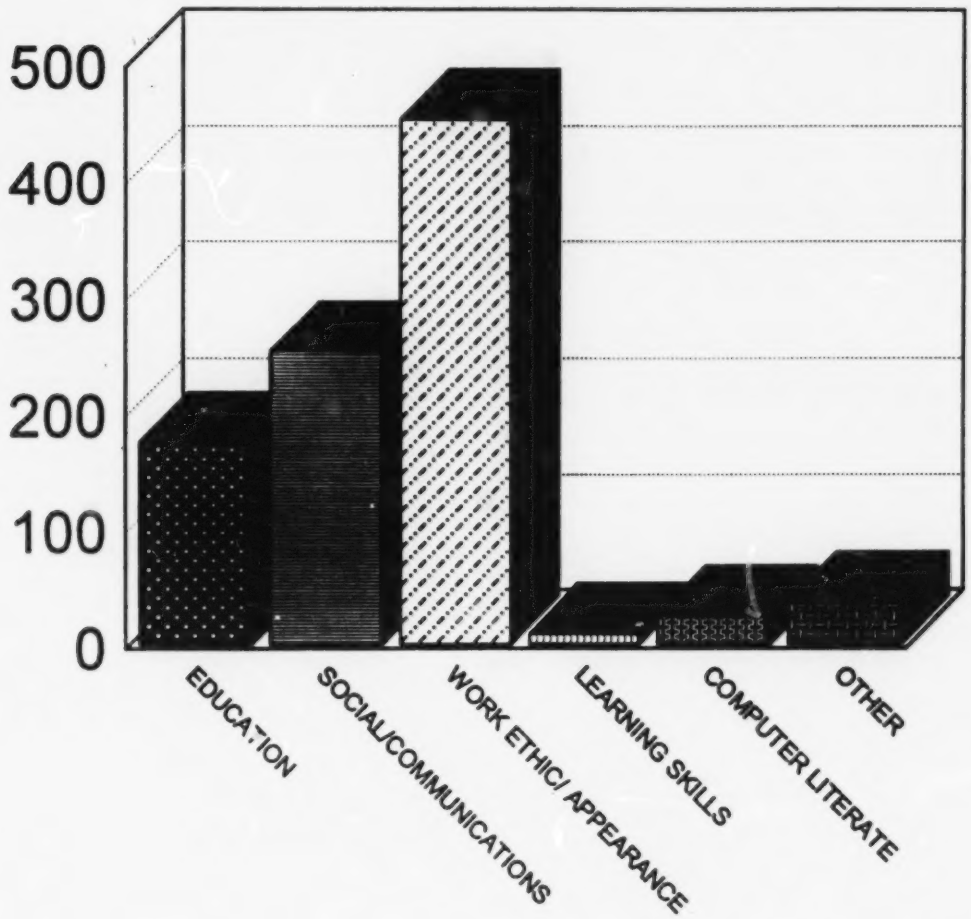
APPENDIX E

RESULTS

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

QUESTION 1

1. In your judgement, what are the most important non-technical job skills needed now by your employees? *



* MORE THAN ONE RESPONSE FOR EACH FIRM

OCCUPATIONAL NEEDS ASSESSMENT

RESPONSES BY COUNTY

QUESTION 1. In your judgment, what are the most important non-technical job skills needed now by your employees? *

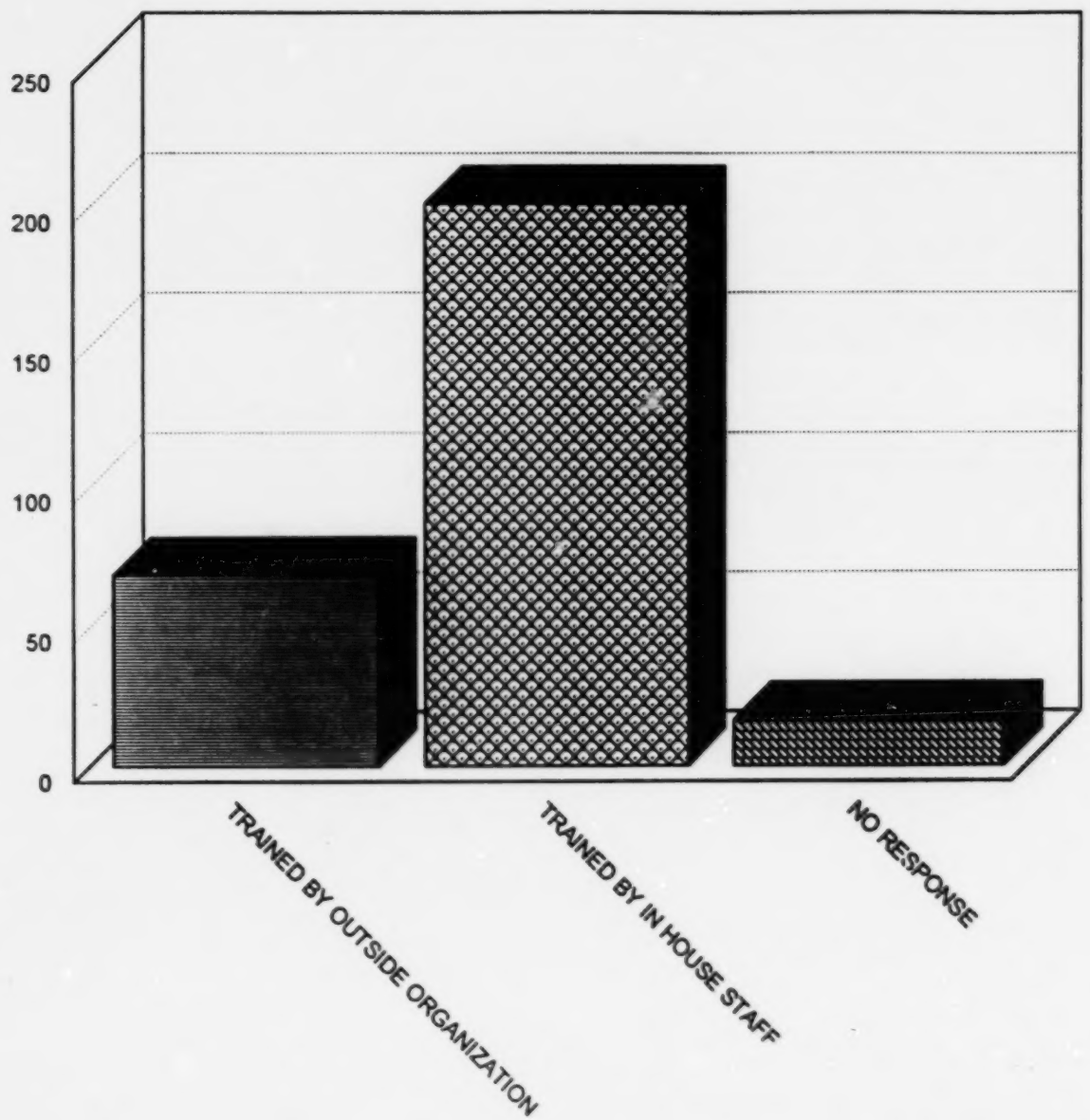
JOB SKILLS	ORANGE COUNTY	SEMINOLE COUNTY	VOLUSIA COUNTY	TOTAL RESPONSE	% OF TOTAL RESPONSE
EDUCATION	78	43	53	174	18%
SOCIAL/ COMMUNICATION SKILLS	137	53	62	252	27%
WORK/ETHIC/ APPEARANCE	263	83	106	452	48%
LEARNING SKILLS	3	1	5	9	1%
COMPUTER LITERATE	13	6	5	24	2%
OTHER	24	1	11	36	4%
TOTAL	518	187	242	947	

* MORE THAN ONE RESPONSE FOR EACH FIRM

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

QUESTION 2

2. As you retrain your current employees for technological developments, what type of training would be preferable?



OCCUPATIONAL NEEDS ASSESSMENT

RESPONSES BY COUNTY

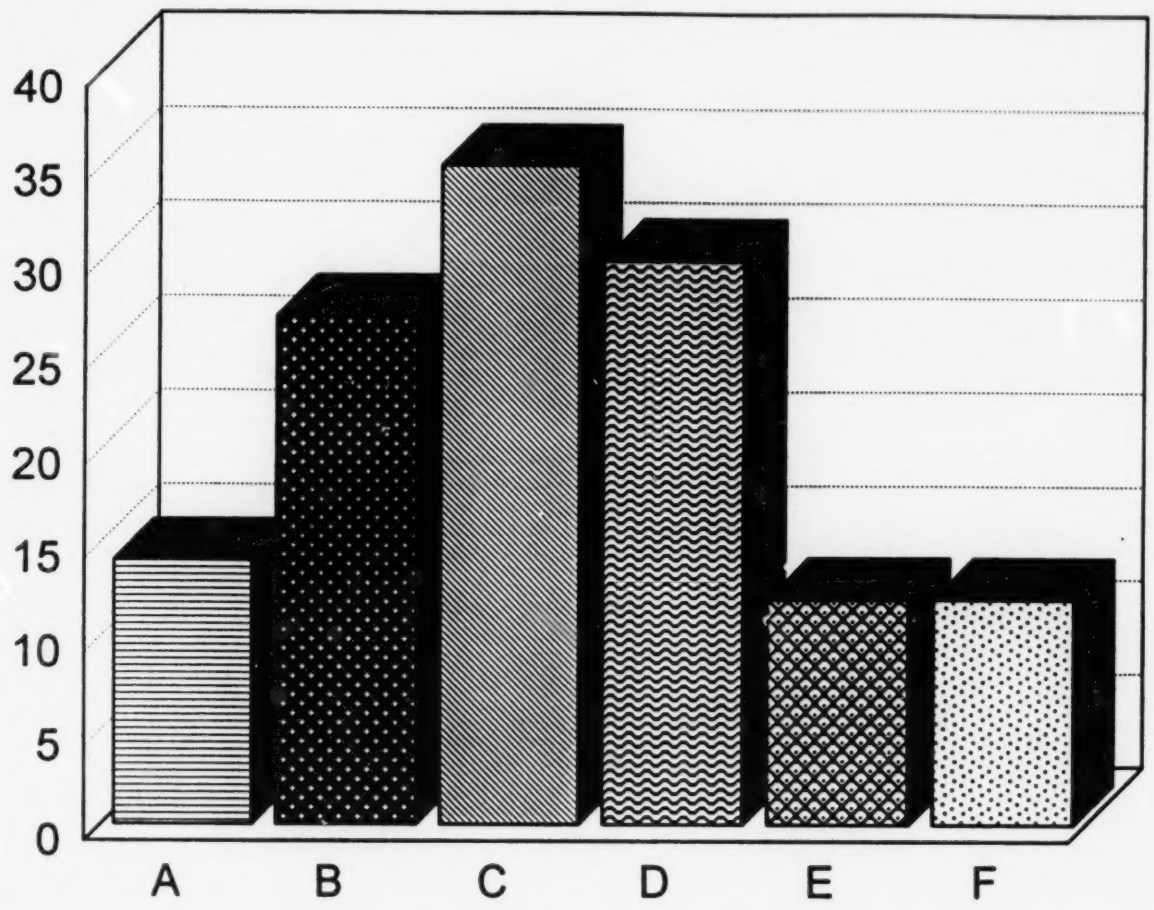
QUESTION 2. As you retrain your current employees for technological developments, what type of training would be preferable?

PREFERABLE TRAINING	ORANGE COUNTY	SEMINOLE COUNTY	VOLUSIA COUNTY	TOTAL RESPONSES	% OF TOTAL RESPONSE
TRAINED BY OUTSIDE ORGANIZATION	28	17	23	68	24%
TRAINED BY IN HOUSE STAFF	110	36	55	201	71%
NO RESPONSE	2	2	12	16	5%
TOTAL	140	55	90	285	

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

QUESTION 3

3. If your training preference in question 2 is by an outside organization, by which method or methods would you see this training occurring? *



A. Through in-house training program in cooperation with an educational institution.

B Through a program linked to college credit courses.

C. Through a series of noncredit, college-level seminars and workshops of short duration.

D. Through a vocational program linked to a public educational institution.

E. Through a vocational program linked to a private educational institutional

F. Other

* MORE THAN ONE RESPONSE POSSIBLE FOR EACH FIRM

OCCUPATIONAL NEEDS ASSESSMENT

RESPONSES BY COUNTY

QUESTION 3. If your training preference in question 2 is by an outside organization, by which method or methods would you see this training occurring? *

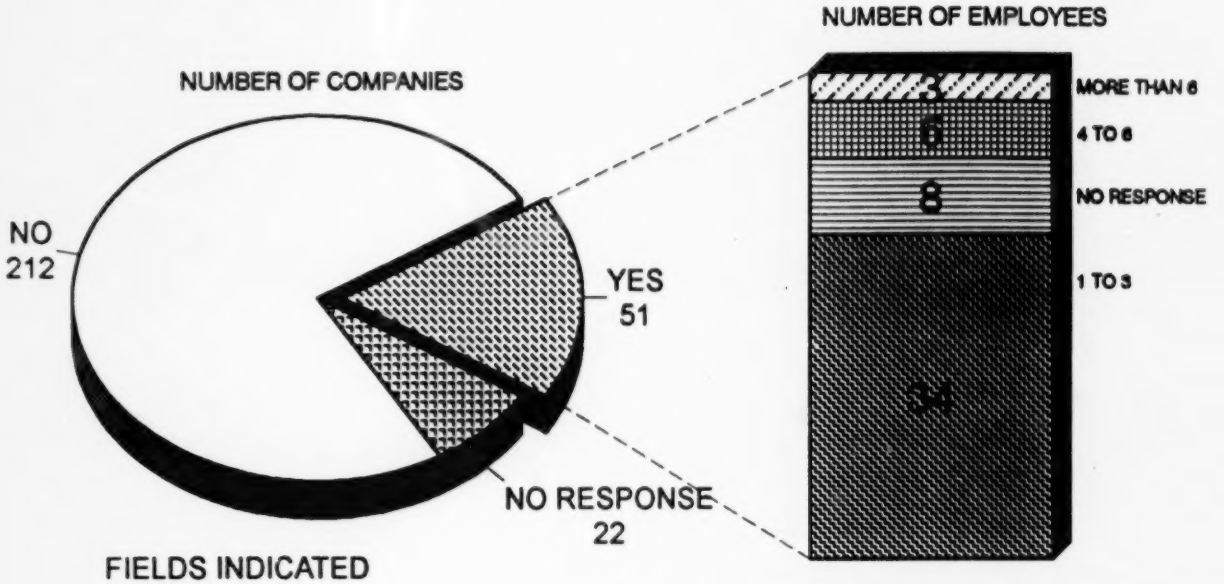
METHODS	ORANGE COUNTY	SEMINOLE COUNTY	VOLUSIA COUNTY	TOTAL RESPONSE	% OF TOTAL RESPONSE
IN HOUSE TRAINING IN COOPERATION WITH EDUCATIONAL INSTITUTION	4	5	5	14	11%
PROGRAM LINKED TO COLLEGE CREDIT COURSES	12	7	8	27	21%
SERIES OF NONCREDIT, COLLEGE LEVEL SEMINARS AND WORKSHOPS OF SHORT DURATION	13	10	12	35	27%
VOCATIONAL PROGRAM LINKED TO A PUBLIC EDUCATIONAL INSTITUTION	12	8	10	30	23%
VOCATIONAL PROGRAM LINKED TO A PRIVATE EDUCATIONAL INSTITUTIONAL	5	3	4	12	9%
OTHER	4	2	6	12	9%
TOTAL	50	35	45	130	

* MORE THAN ONE RESPONSE POSSIBLE FOR EACH FIRM

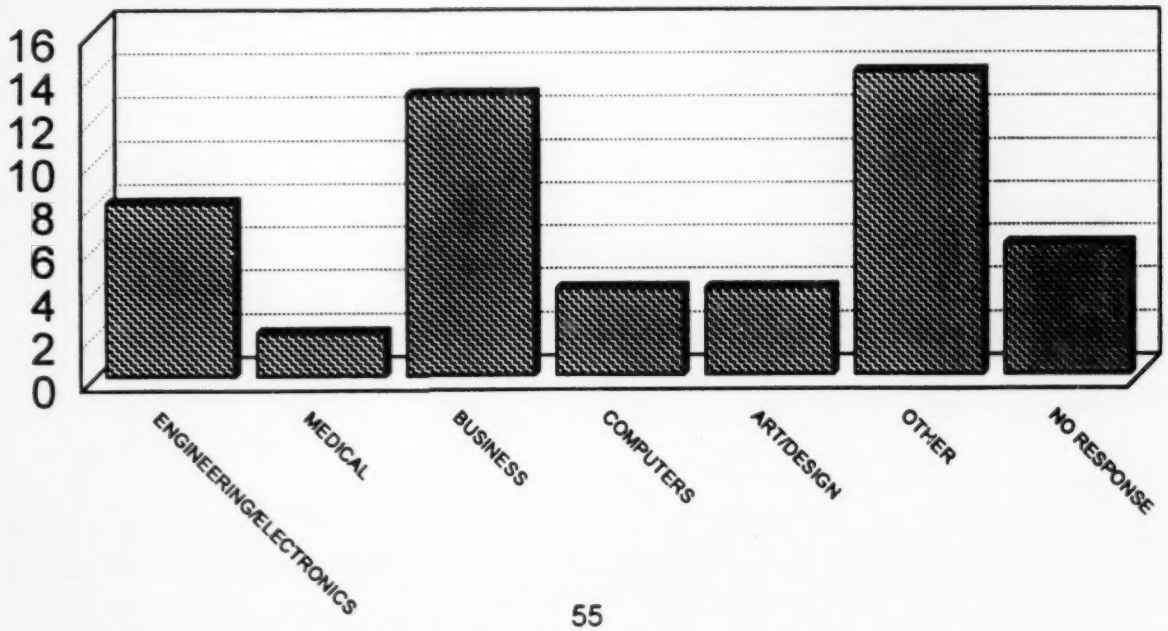
OCCUPATIONAL NEEDS ASSESSMENT SURVEY

QUESTION 4

4. Does your company presently have employees that would like to pursue an associate degree at a community college? If so, in what field?



FIELDS INDICATED



OCCUPATIONAL NEEDS ASSESSMENT

RESPONSES BY COUNTY

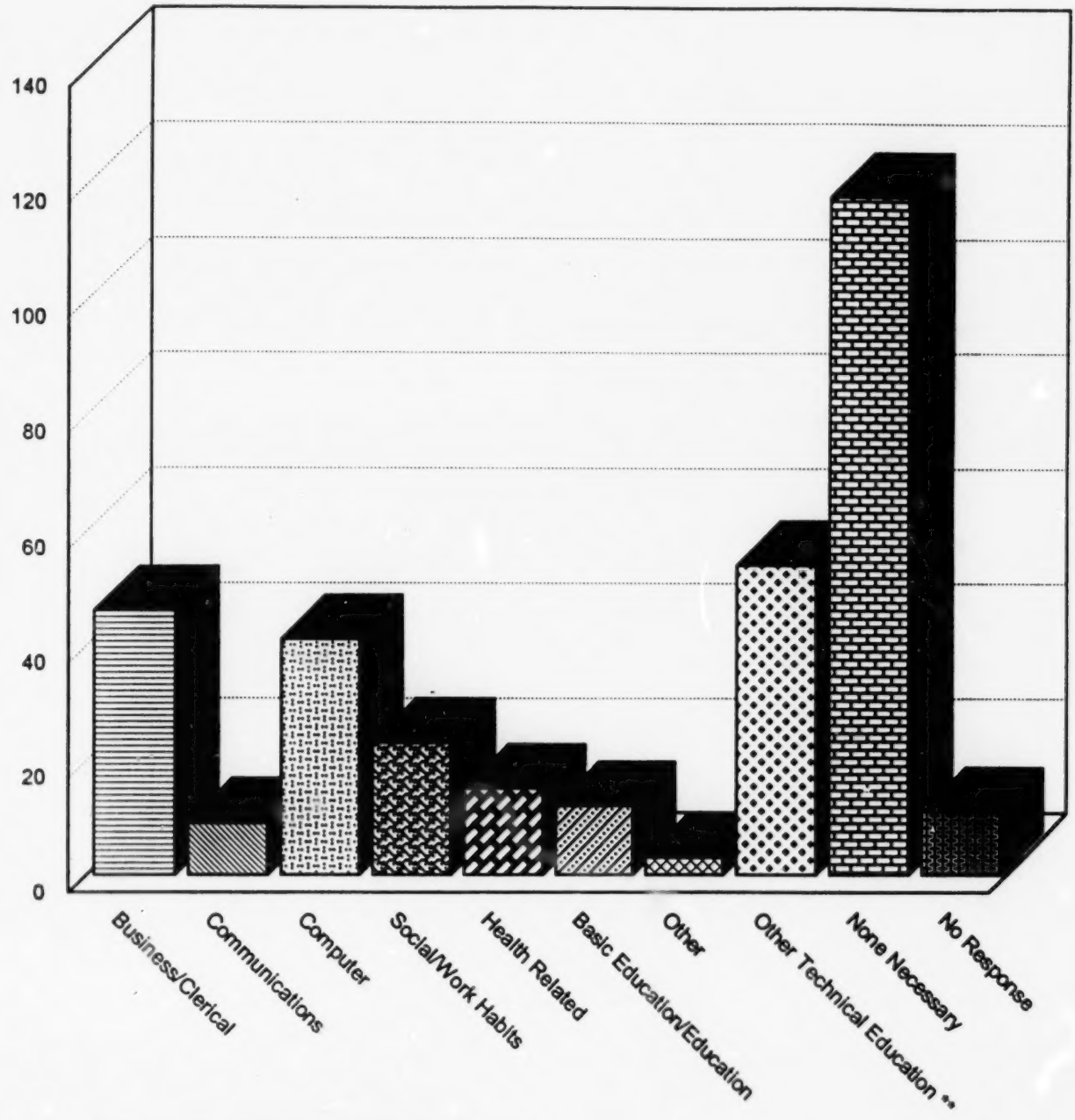
QUESTION 4. Does your company presently have employees that would like to pursue an associate degree at a community college? If so, in what field?

COMPANY RESPONSE	ORANGE COUNTY	SEMINOLE COUNTY	VOLUSIA COUNTY	TOTAL RESPONSE	% OF TOTAL RESPONSE
NO	105	46	61	212	74%
YES	28	9	14	51	18%
NO RESPONSE	7	0	15	22	8%
TOTAL	140	55	90	285	
NUMBER OF EMPLOYEES INDICATED					
1 TO 3 EMPLOYEES	22	5	7	34	65%
4 TO 6 EMPLOYEES	1	2	3	6	11%
MORE THAN 6 EMPLOYEES	2	0	1	3	6%
NO RESPONSE				8	18%
TOTAL				51	
FIELDS INDICATED					
ENGINEERING/ ELECTRONICS	5	3	0	8	15%
MEDICAL	0	2	0	2	4%
BUSINESS	6	2	5	13	25%
COMPUTERS	2	1	1	4	8%
ART/DESIGN	4	0	0	4	8%
OTHER	7	2	5	14	27%
NO RESPONSE				6	13%
TOTAL				51	

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

QUESTION 5

5. In your judgment, what vocational/technical training programs should be developed to address your training needs of the future? *



*MORE THAN ONE RESPONSE FOR EACH FIRM

** Other Technical Education listed in Appendix

OCCUPATIONAL NEEDS ASSESSMENT

RESPONSES BY COUNTY

QUESTION 5. In your judgment, what vocational/technical training programs should be developed to address your training needs of the future? *

TRAINING NEEDS	ORANGE COUNTY	SEMINOLE COUNTY	VOLUSIA COUNTY	TOTAL RESPONSE	% OF TOTAL RESPONSE
BUSINESS/ CLERICAL/ SECRETARIAL	20	13	13	46	14%
COMMUNICATIONS	5	4	0	9	3%
COMPUTER	23	10	8	41	12%
SOCIAL/WORK HABITS	14	9	0	23	7%
HEALTH RELATED	5	4	6	15	4%
BASIC EDUCATION/ EDUCATION	4	4	4	12	4%
OTHER	3	0	0	3	1%
OTHER TECHNICAL EDUCATION **	23	12	19	54	16%
NONE NECESSARY	67	14	37	118	36%
NO RESPONSE				11	3%
TOTAL				332	

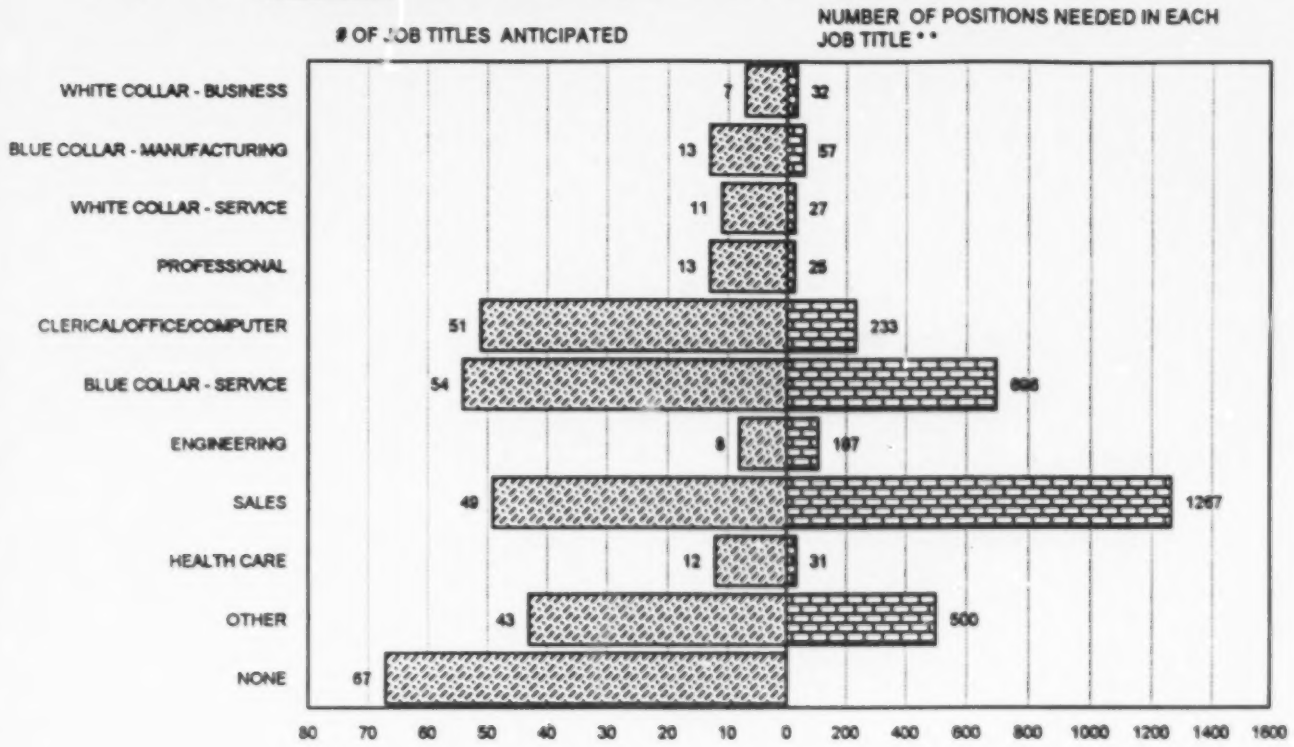
* MORE THAT ONE RESPONSE FOR EACH FIRM

** OTHER TECHNICAL EDUCATION LISTED IN APPENDIX F

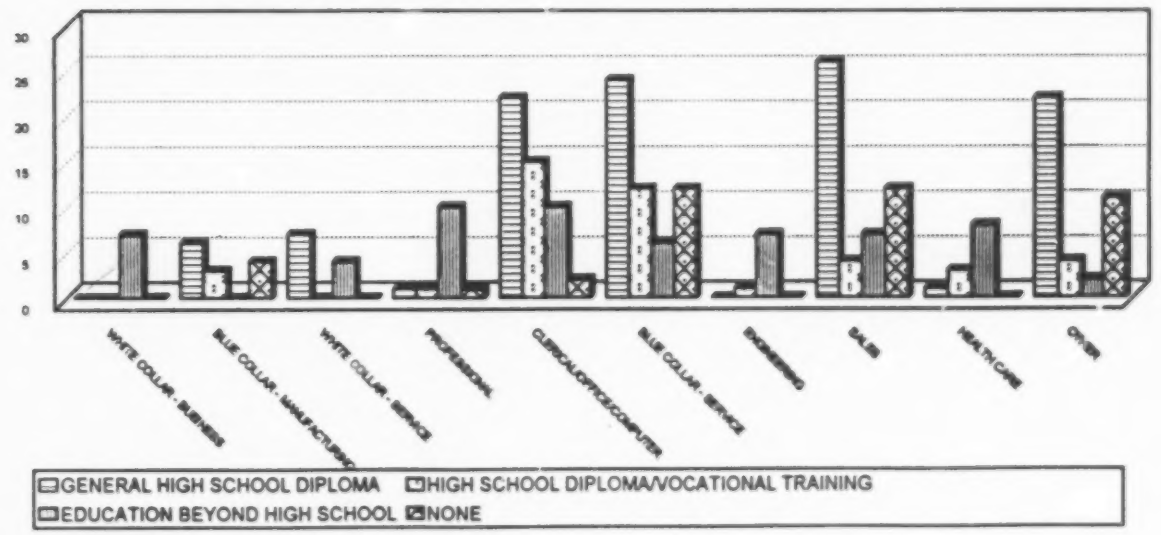
OCCUPATIONAL NEEDS ASSESSMENT SURVEY

QUESTION 6

6. Could you tell me, by job title, the number of new or replacement positions you anticipate hiring over the next year and the necessary education background for each? *



EDUCATION REQUIREMENTS



* MORE THAN ONE RESPONSE FOR EACH FIRM
** REFLECTS TOTAL NUMBER OF SUCH POSITIONS NEEDED

OCCUPATIONAL NEEDS ASSESSMENT

RESPONSE BY COUNTY

QUESTION 6. Could you tell me, by job title, the number of new or replacement positions you anticipate hiring over the next year and the necessary education background for each? *

	WHITE COLLAR - BUSINESS	BLUE COLLAR - MANUFACTURING	WHITE COLLAR - SERVICE	PROFESSIONAL	CLERICAL/ OFFICE/ COMPUTER	BLUE COLLAR - SERVICE	ENGINEERING	SALES	HEALTH CARE	OTHER	NONE
NUMBER OF JOB TITLES ANTICIPATED											
ORANGE COUNTY	3	5	4	7	33	22	3	24	3	30	35
SEMINOLE COUNTY	2	4	7	2	10	15	3	8	3	2	13
VOLUSIA COUNTY	2	4	0	4	8	17	2	17	8	11	19
TOTAL RESPONSE	7	13	11	13	51	54	8	49	12	43	67
NUMBER OF POSITIONS NEEDED IN EACH JOB TITLE **											
ORANGE COUNTY	17	22	8	9	185	358	17	1102	7	275	
SEMINOLE COUNTY	11	29	0	3	18	112	50	33	10	10	
VOLUSIA COUNTY	4	8	19	13	32	228	40	132	14	215	
TOTAL RESPONSE	32	57	27	25	233	698	107	1267	31	500	
EDUCATIONAL REQUIREMENTS											
ORANGE											
GENERAL HIGH SCHOOL DIPLOMA	0	2	3	1	14	9	0	7	0	14	
HIGH SCHOOL DIPLOMA/VOCATIONAL TRAINING	0	2	0	1	12	5	1	3	1	3	
EDUCATION BEYOND HIGH SCHOOL	3	0	1	5	4	2	2	4	2	1	
NONE	0	1	0	0	2	8	0	10	0	8	
SEMINOLE											
GENERAL HIGH SCHOOL DIPLOMA	0	1	0	0	5	8	0	8	0	0	
HIGH SCHOOL DIPLOMA/VOCATIONAL TRAINING	0	0	0	0	2	3	0	0	2	0	
EDUCATION BEYOND HIGH SCHOOL	2	0	0	2	3	3	3	1	1	1	
NONE	0	3	0	0	0	3	0	1	0	1	
VOLUSIA											
GENERAL HIGH SCHOOL DIPLOMA	0	3	4	0	3	9	0	13	1	8	
HIGH SCHOOL DIPLOMA/VOCATIONAL TRAINING	0	1	0	0	1	4	0	1	0	1	
EDUCATION BEYOND HIGH SCHOOL	7	0	3	3	3	1	2	2	5	0	
NONE	0	0	0	1	0	3	0	1	0	2	

* MORE THAN ONE RESPONSE FOR EACH FIRM

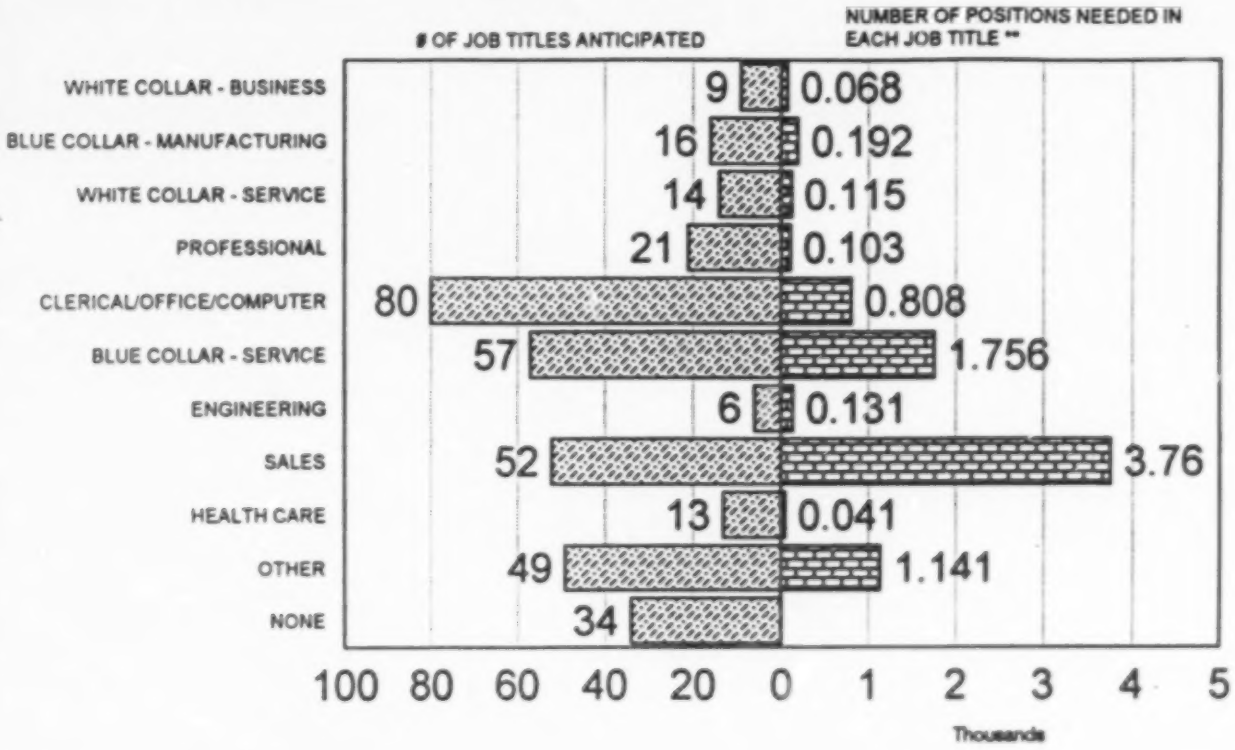
** REFLECTS TOTAL NUMBER OF SUCH POSITIONS NEEDED

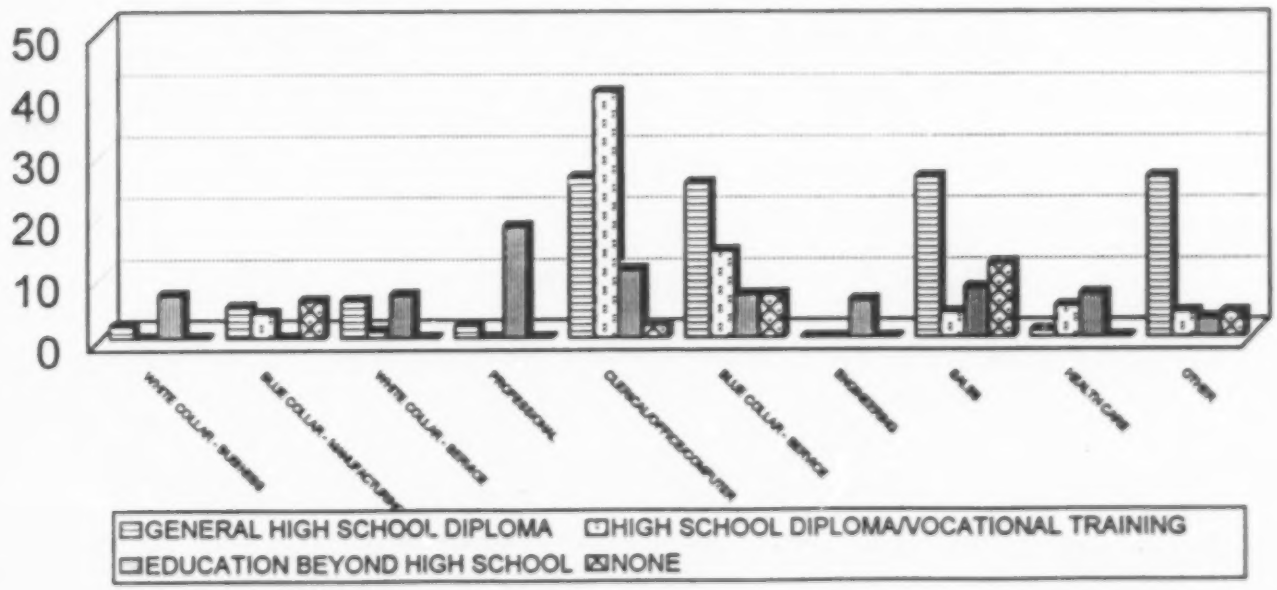
BEST COPY AVAILABLE

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

QUESTION 7

7. COULD YOU TELL ME, BY JOB TITLE, THE NUMBER OF NEW OR REPLACEMENT POSITIONS YOU ANTICIPATE HIRING OVER THE NEXT 3 YEARS AND THE NECESSARY EDUCATIONAL BACKGROUND FOR EACH? *





* MORE THAN ONE RESPONSE FOR EACH FIRM

** REFLECTS TOTAL NUMBER OF SUCH POSITIONS NEEDED

OCCUPATIONAL NEEDS ASSESSMENT

RESPONSE BY COUNTY

QUESTION 7. Could you tell me, by job title, the number of new or replacement positiions you anticipate hiring over the next 3 years and the necessary educational background for each? *

	WHITE COLLAR - BUSINESS	BLUE COLLAR - [illegible]	WHITE COLLAR - SERVICE	PROFESSIONAL	CLERICAL/ OFFICE/ COMPUTER	BLUE COLLAR - SERVICE	ENGINEERING	SALES	HEALTH CARE	OTHER	NONE
NUMBER OF JOB TITLES ANTICIPATED											
ORANGE COUNTY	4	7	6	12	55	29	4	29	5	36	6
SEMINOLE COUNTY	3	4	4	1	9	8	1	7	3	3	13
VOLUSIA COUNTY	2	8	4	8	16	22	1	16	5	11	14
TOTAL RESPONSE	9	19	14	21	80	57	6	52	13	49	34
NUMBER OF POSITIONS NEEDED IN EACH JOB TITLE **											
ORANGE COUNTY	54	69	18	37	883	1076	88	3271	17	656	
SEMINOLE COUNTY	5	70	31	0	21	31	1	31	7	12	
VOLUSIA COUNTY	9	33	66	90	124	649	78	458	17	431	
TOTAL RESPONSE	68	192	115	100	808	1756	131	3760	41	1141	
EDUCATIONAL REQUIREMENTS											
ORANGE											
GENERAL HIGH SCHOOL DIPLOMA	0	2	3	2	18	11	0	10	0	18	
HIGH SCHOOL DIPLOMA/VOCATIONAL TRAINING	0	1	0	0	29	8	0	3	3	3	
EDUCATION BEYOND HIGH SCHOOL	4	0	3	10	8	3	4	4	2	1	
NONE	0	3	0	0	2	5	0	11	0	12	
SEMINOLE											
GENERAL HIGH SCHOOL DIPLOMA	0	0	1	0	4	4	0	3	0	1	
HIGH SCHOOL DIPLOMA/VOCATIONAL TRAINING	0	1	1	0	3	0	0	0	2	0	
EDUCATION BEYOND HIGH SCHOOL	3	0	2	1	2	1	1	3	1	1	
NONE	0	3	0	0	0	0	0	0	0	1	
VOLUSIA											
GENERAL HIGH SCHOOL DIPLOMA	2	3	2	0	4	10	0	13	1	7	
HIGH SCHOOL DIPLOMA/VOCATIONAL TRAINING	0	2	0	0	8	6	0	1	0	1	
EDUCATION BEYOND HIGH SCHOOL	0	0	2	5	3	3	1	1	4	1	
NONE	0	0	0	0	0	2	0	1	0	2	

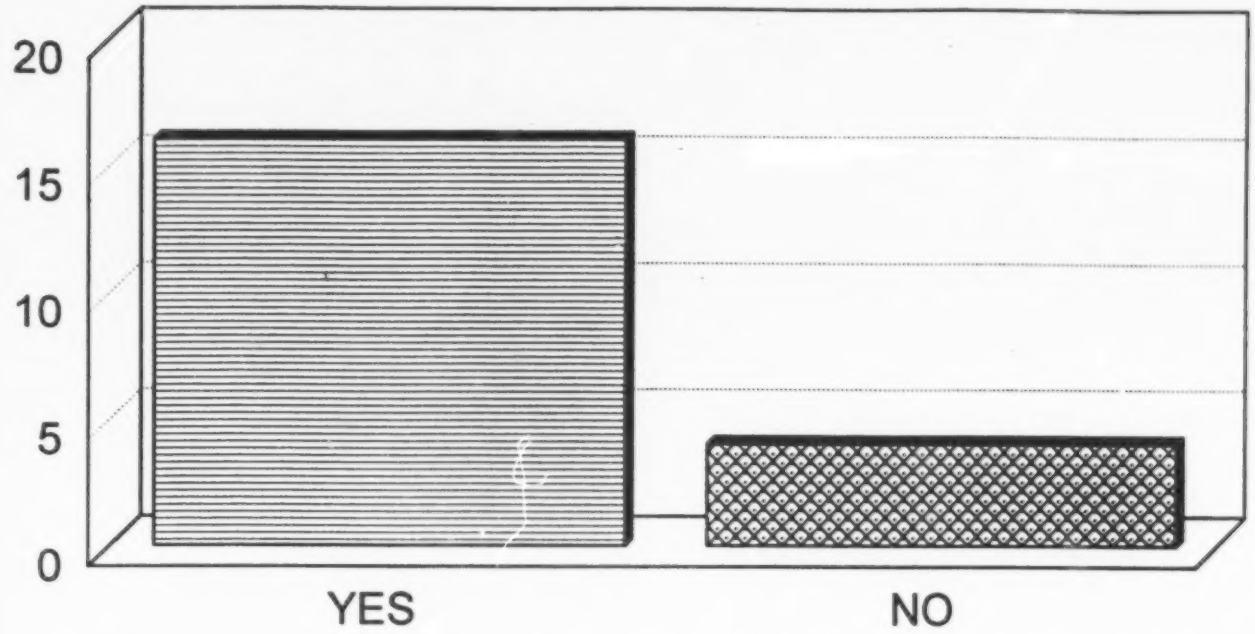
* MORE THAN ONE RESPONSE FOR EACH FIRM

** REFLECTS TOTAL NUMBER OF SUCH POSITIONS NEEDED

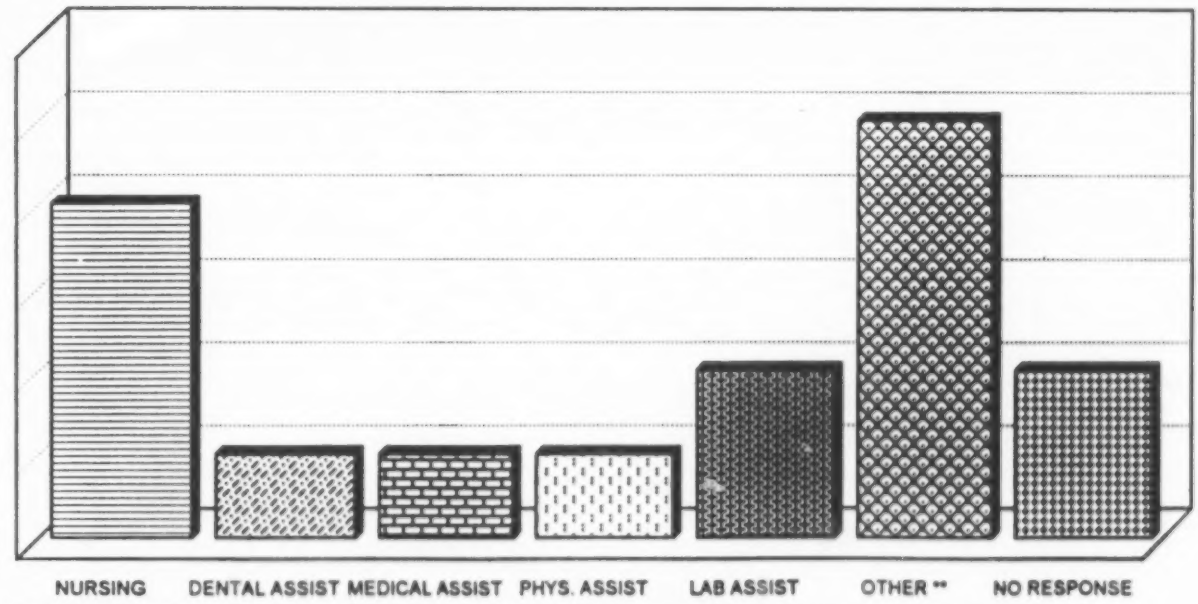
OCCUPATIONAL NEEDS ASSESSMENT SURVEY

QUESTION 8 & 9 *

8. In your judgment, will health care providers, such as hospitals and doctors, be emploving more personnel who have been cross-trained?



9. If your answer was yes to cross-training, in what areas do you anticipate that the cross-training should occur?



*ONLY FIRMS RELATED TO THE HEALTH FIELD RESPONSED TO QUESTION

** OTHER LISTED IN APPENDIX

OCCUPATIONAL NEEDS ASSESSMENT

*RESPONSE BY COUNTY **

QUESTION 8. In your judgment, will health care providers, such as hospitals and doctors, be employing more personnel who have been cross-trained?

	ORANGE COUNTY	SEMINOLE COUNTY	VOLUSIA COUNTY	TOTAL RESPONSE	% OF TOTAL RESPONSE
YES	9	3	4	16	80%
NO	1	0	3	4	20%
TOTAL	10	3	7	20	

QUESTION 9. If your answer was yes to cross-training, in what areas do you anticipate that the cross- training should occur?

	ORANGE COUNTY	SEMINOLE COUNTY	VOLUSIA COUNTY	TOTAL RESPONSE	% OF TOTAL RESPONSE
NURSING	3	1	0	4	25%
DENTAL ASSIST	1	0	0	1	6%
MEDICAL ASSIST	0	1	0	1	6%
PHYS. ASSIST	1	0	0	1	6%
LAB ASSIST	2	0	0	2	13%
OTHER **	2	1	2	5	31%
NO RESPONSE			2	2	13%
TOTAL	9	3	4	16	

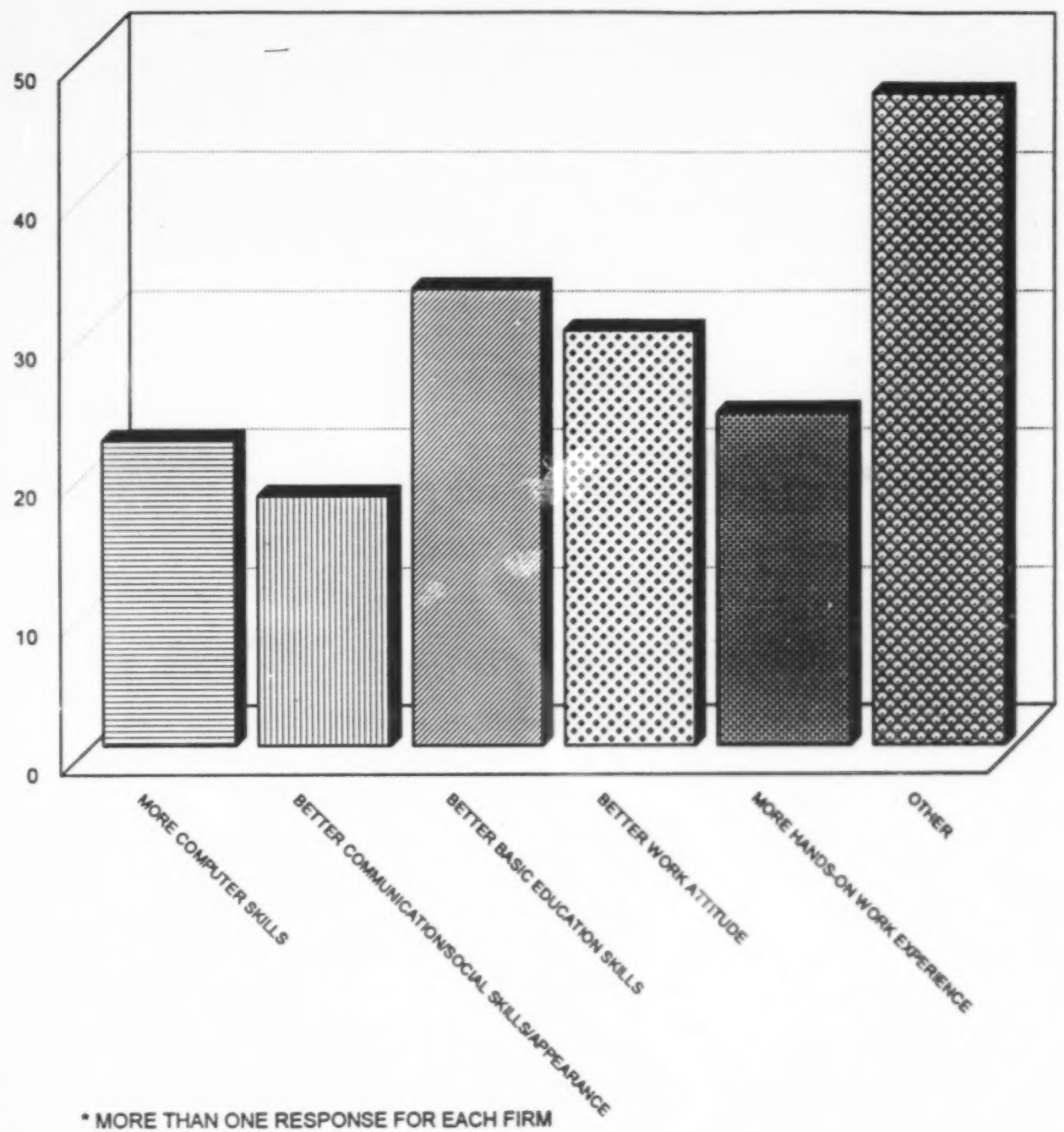
*ONLY FIRMS RELATED TO THE HEALTH FIELD RESPONSED TO QUESTION

** OTHER LISTED IN APPENDIX G

OCCUPATIONAL NEEDS ASSESSMENT SURVEY

QUESTION 11

11. DO YOU HAVE ANY ADDITIONAL COMMENTS THAT YOU WOULD LIKE TO MAKE? *



* MORE THAN ONE RESPONSE FOR EACH FIRM

OCCUPATIONAL NEEDS ASSESSMENT
RESPONSES BY COUNTY

QUESTION 11. Do you have any additional comments that you would like to make? *

	ORANGE COUNTY	SEMINOLE COUNTY	VOLUSIA COUNTY	TOTAL RESPONSE	% OF TOTAL RESPONSE
MORE COMPUTER SKILLS	10	7	5	22	13%
COMMUNICATION/ SOCIAL SKILLS/ APPEARANCE	14	0	4	18	10%
BASIC EDUCATION SKILLS	15	8	9	33	20%
BETTER WORK ATTITUDE	15	8	7	30	17%
MORE HANDS-ON WORK EXPERIENCE	12	3	9	24	14%
OTHER	23	13	11	47	26%
TOTAL	89	39	46	174	

* MORE THAN ONE RESPONSE FOR EACH FIRM

APPENDIX F

"OTHER" RESPONSE TO QUESTION 5

QUESTION 5 - **OTHER TECHNICAL EDUCATION

TECHNICAL TRAINING IN POWER ENGINEERING	PRINTING NEEDS	MECHANICAL & ELECTRICAL BACKGROUND
PLASTERS TRAINING	ASSEMBLY & GENERAL LABOR	TRAVEL AGENCY TRAINING
FOOD PREP SERVICES - HANDS ON	AUTOMOTIVE EDUCATION/COMP	SPEC. CERAMIC TILE
INSURANCE - LICENSED TO SELL	SEPARATE WOODSHOP/AUTO SHOP	CONSTRUCTION INDUSTRY
GRAPHICS	MAINTENANCE	DAY CARE PROVIDERS
PRINTING, CAMERA, LAYOUT TRAINING	CHAUFFEUR LICENSE	CERTIFIED ELECTRONIC TECH.
BASIC MACHINERY PROGRAMS, MEASURING MACHINING	THEATER BACKGROUND	BASIC SEWING
CONSTRUCTION	AUTO-ELECTRIC TRAINING - HANDS -ON	SPRINKLER INSTALLATION/LANDSCAPING
MAINTENANCE - HEATING, AIR CONDITION REPAIR	BLUE PRINT READING	BASIC AUTO BODY
DELIVERY TRAINING	BUILDING SKILLS	MACHINE
CULINARY SKILLS	SEWER AND PIPE LAYING UNDERGROUND	AUTOMOTIVE
WELDING PROGRAMS	ELECTRONIC TECHNICIAN	TROUBLE SHOOTING TECH & MECH.
LICENSE QUALIFICATION	COSMETOLOGY	CABINET MAKERS
COMPREHENSIVE ELECTRONIC TRAINING/MECHANICAL	AUTO BODY PROGRAMS - HANDS-ON	FURNITURE REFINISHERS
DRAFTING	REALTY SCHOOL	FASHION MERCHANDISING
ELECTRONIC COURSES	WELDING/MACHINE PROGRAM - HANDS-ON	TOTAL AUTO TRAINING (MECHANIC, SALES, WARRANTY, FINANCING)
TECHNICAL PROGRAMS FOR ALUMINUM REPAIR	ELECTRONICS	MECHANIC SCHOOL
MECHANIC PROGRAMS/DIAGNOSTICS	ELECTRONIC DIAGNOSIS	

APPENDIX G

"OTHER" RESPONSE TO QUESTION 9

QUESTION 9 - ** OTHER

REFRACTION/VISION TESTING

HUMAN RESOURCE/OFFICE SKILLS

OPTICAL/MEDICAL TECHNICIAN

NURSING/RESPIRATORY THERAPY

CHARTING SKILLS

References

Boyd, Robert S. (1992). Crisis In The Work Force. Social Resources Series, Inc., 1992.

Crispell, Diane (1990). Workers in 2000. American Demographics, Vol. 13., No. 3, March 1990.

Dover Group (1991). Survey to Measure Community Aspirations For Education. Dutchess County BOCES, Poughkeepsie.

Hart, Peter D. Research Associates, Inc. (1989). Democracy's Next Generation: A Survey of Youth Values In America.

Hecker, Daniel E. (1992). Jobs for Graduates: Are Degrees Needed? Monthly Labor Review, July 1992. Washington, D.C.: U.S. Department of Labor.

Kleiman, Carol (1994). The Scoop On The Labor Force. The Orlando Sentinel, February 2, 1994.

Wadley Donovan Group Inc. (1993). Competitive Assessment of the Mid-Florida Region and Target Industry Analysis, Seminole County Edition. City of Orlando and Orange County.

Waldrop, Judith (1994). Career Opportunities to 2005. American Demographics, Vol. 16, No. 3, March 1994.

SEMINOLE
COMMUNITY COLLEGE

100 Weldon Boulevard
Sanford, Florida 32773-6199

An Equal Access Equal Opportunity Community College

BEST COPY AVAILABLE